



Job Description:

Regional Sales Manager

Location: North Houston (The Woodlands)

Department: Sales – Industrial Site Technical Services

Reports To: Director of Business Development

Pay: \$80,000 - \$100,000/year plus incentives

The Company

PolSys Services is an independent industrial site services company. We provide field engineering, troubleshooting and repair, automation upgrades/updates, refurbishment, and retrofit services to industrial and heavy industrial customers across the U.S. PolSys specializes in industrial thermal and chemical air pollution control systems, ovens kilns and furnaces, as well as any industrial gas-fired machinery. We also specialize in engineered industrial automation and control systems.

Position Overview

PolSys Services is seeking an energetic and driven Regional Sales Manager to lead business development and customer relationship efforts at locations across the U.S. This role focuses on obtaining sales objectives for industrial site services and equipment rentals, specifically focused on Thermal and Catalytic Oxidizers, Regenerative Thermal Oxidizers (RTOs), industrial burners, and automated industrial control systems. The ideal candidate will combine technical understanding, strategic sales skills, and a customer-first mindset to identify opportunities, build strong customer relationships, and drive revenue growth for the organization.

Key Responsibilities

Sales and Business Development

- Fundamentally understands the company's technical product offering and can convey this understanding to the customer
- Can identify system improvement opportunities and can communicate their benefit to the customer

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- Can proactively identify and pursue sales opportunities for industrial field services and related equipment, including Thermal Oxidizers, RTOs, Catalytic Oxidizers, burners, and industrial automation control systems.
- Develop and execute a **territory sales plan** to achieve and exceed revenue targets.
- Manage the entire sales cycle from first contact to proposal to closing and post-sale follow-up.
- Actively participate in **RFQ and proposal creation processes**, collaborating with engineering and technical teams to deliver accurate, competitive quotations.

Client Relationship Management

- Build and maintain strong relationships with key decision-makers, centralized corporate engineering, plant managers, maintenance managers, stakeholders, and engineering teams at customer sites.
- Serve as the **primary point of contact** for customers, generally in the Southern U.S., ensuring clear lines of communication, exceptional service, and support throughout the sales and project lifecycle and post-sales support.
- Conduct regular site visits and meetings to strengthen client relationships and identify opportunities for upselling or cross-selling.

Technical Expertise

- Can understand and effectively communicate the **technical capabilities, benefits, and applications** of company products and services.
- Collaborate with internal engineering and service teams to develop custom solutions tailored to client needs.
- Stay current with **industry trends, environmental regulations, and competitive products** in the air pollution control and industrial combustion system markets.

Travel and Territory Management

- Travel extensively (30–50% or more) to various locations as needed to obtain and support sales efforts.
- Maintain organized records of client interactions, site visits, and sales opportunities using the company CRM tools (HubSpot)
- Review and maintain organized records pertaining to customer sites and systems through our proprietary record-keeping system.

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Qualifications

Education & Experience

- **Must have** a bachelor's degree, preferably in Engineering, Industrial Technologies, or a related Tech field; Military training or equivalent experience is a plus.
- **Must have 3+ years of service-related sales experience**, preferably in industrial technical services, environmental equipment, or engineered systems.
- Proven track record of meeting or exceeding sales quotas in a regional territory role.

Technical Skills

- Ability to obtain a strong understanding of thermal and catalytic oxidizers, RTO systems, burners, and industrial controls or similar engineered industrial equipment is desired.
- Must be able to, or can learn, to read and interpret technical drawings, electrical, mechanical, P&IDs, and specifications.

Other Skills & Competencies

- Tactical sales strategy proficiency
- Exceptional **communication, presentation, and negotiation skills.**
- Ability to work independently while maintaining alignment with company goals.
- Strong organizational and time management skills, with a focus on detail and follow-through.
- High level of professionalism and a total commitment to safety during site visits and field work.
- Proficiency in CRM systems (HubSpot), Microsoft Office Suite, and remote communication tools.

Physical & Work Environment Requirements

- Ability to travel by air and car frequently throughout the U.S.
- Comfortable with site visits to industrial facilities, including walking, climbing, and standing for extended periods while still observing safety protocols.

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Compensation & Benefits

- Highly competitive base salary plus commission/incentive structure.
- Company-provided vehicle or vehicle allowance as required for travel.
- Comprehensive benefits package, including medical, dental, vision, 401(k), and paid time off.
- Opportunities for professional growth and advancement within an energetic and rapidly growing organization.

Equal Opportunity Employer

We are an Equal Opportunity Employer and place great value on diversity. All employment decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran status, disability status, or any other protected class.

Job Type: Full-time

Benefits:

- 401(k)
- Company-provided cell phone
- Vision and Dental insurance
- Employee assistance program
- Expense account
- Flexible spending account
- Health insurance
- Health savings account
- Company-paid Life Insurance
- Paid time off
- Professional development assistance
- Referral program
- Tuition reimbursement

Required Education:

Bachelor's degree (Required)

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Required Experience:

- Industrial Services or Capital equipment sales: 3+ years (Required)
- Costing and General Sales: 5 years (Required)

Location:

The Woodlands, TX 77385. If required, must relocate prior to starting work. This is an in-person position, located at our office in The Woodlands.

Willingness to travel:

Up to 50% (Average)

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