

Position: Sales Director

Reports to: Senior Sales Director

Job Type: Permanent Full-time

About rennie & Our Culture

We are real estate at its thoughtful best. We see real estate as a means to build better communities and improve lives. For more than 40 years, we have been leaders in the field because we consistently put people and relationships first.

Integrated under rennie are Developer Services, Consumer Services, and rennie Museum. Founded on collaboration, we intentionally foster a supportive environment between our inhouse Intelligence, Technology, Conveyance, Finance, Marketing, and Advisor Teams. Together, we are the definition of strength in numbers, and individual success is team success.

We have partnered with developers throughout Western Canada and Washington State to help acquire, plan, design, market and sell some of the region's largest and most successful communities. Integrating market intelligence, strategic perspective, and industry experience, our head office team of 90 and more than 160 Realtors in the field work seamlessly to deliver products and sales to build clients' brands and ensure continued success. Whether our clients are buying a home, selling a home, or building a community, they can depend on rennie and our team of trusted advisors to bring expert knowledge and trusted experience, while delivering exceptional service.

The main office of rennie is headquartered in Vancouver's Chinatown district in the historic renovated Wing Sang building, originally built in 1889. The spectacular space includes an inhouse museum, a rooftop garden with stunning views of the city, and unique collaborative workspaces.

About the Opportunity

Taking the lead from the Senior Sales Director, the Sales Director, works directly with developers and rennie's marketing and sales teams to create and lead real estate sales programs. The Sales Director role plays a critical part in managing the sales team and maintaining positive developer and realtor relationships to ensure the overall success of the sales projects.

Duties and Responsibilities:

- Under the guidance of the Senior Sales Director, manages 2 to 5 active developments and associated launches in any given year
- Undertakes necessary market and product analysis to support client and/or project requirements including but not limited to: Competitive Market Analysis, market pricing, product analysis and project pricing
- Leverages and builds upon the intelligence and market data cultivated by rennie to provide thoughtful market analysis on projects, markets, and trends to achieve sales targets, floor plan review and developing a price tower



- Responsible for partnering with developers to develop and present a sales strategy and plan that has been created in tandem with input and direction from senior leadership and in collaboration with the marketing plan
- Conducts weekly or bi-weekly meetings with developers to provide ongoing updates
- Works with Sales team to:
 - staff the project (1 – 12 people depending upon size of project) based upon an established sales strategy
 - implement new systems within the site
 - work on reporting and follow up programs
- Plays an active and visible role on the sales floor, managing sales teams and campaigns
- Conducts site sales training and product training consistent with rennie standards
- Responsible for reviewing, collecting input on and communicating requirements related to project disclosure statements, product knowledge, sales programs, and purchase and sale agreements
- Acts as rennie and developer ambassador for outside Realtor outreach and engagement
- Reports to the Vice President of Sales for oversight, execution, and implementation of sales planning, launch and roll out
- Works in collaboration with the project Sales Manager on coordinating sales team's communication efforts
- Works and leads towards team goals and targets
- Manages sales team commissions budget
- Works with the project marketing team to align project strategy
- Responsible to ensure all sales team are using rennie platforms (sales force and dashboards)
- Performs other related duties as assigned by the Leadership

Leadership Responsibilities:

- Directly leads sales teams
- Carries out supervisory responsibilities in accordance with rennie's programs and policies
- Responsibilities include interviewing, hiring, and training employees; planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems

Qualifications:

- Licensed under the Real Estate Services Act of BC
- Minimum 5 years' experience in real estate, brokerage & pre-sale practice
- Minimum 2 years' experience as site lead or other management experience
- Expert knowledge of local real estate market
- Strong research and analytical skills
- Collaborative team player: ability to work effectively with peers, senior leaders, and key stakeholders to strategize, plan, coordinate sales solutions
- Exceptional communication and presentation skills, always maintains composure and an action-oriented attitude
- Demonstrated proficiency in supervising and motivating team members
- Commitment to excellence and high standards



- Strong organizational, problem-solving, and analytical skills
- Ability to manage priorities and workflow
- Good judgment with the ability to make timely and sound decisions
- Creative, flexible, and innovative team player
- Proficiency in Microsoft Office Suite, Google Suite, and Salesforce
- Willingness to travel to different project sites
- Vehicle or reliable transportation required

Compensation and Benefits:

- Competitive salary based on experience
- Extended healthcare benefits
- Eligibility for participation in our extensive bonus program based on performance

How to Apply: Are you interested in working for an industry leader alongside an amazing team? Please send resumes / inquiries to careers@rennie.com indicating 'Sales Director' in the subject line of your email. We thank all candidates for their interest, however, only select individuals will be contacted.

For more information, please visit: <https://rennie.com/about>

