



Sales Hunters are responsible for initiating contact with potential and current customers to generate and qualify leads, promote the company's products and services, and identify sales opportunities. They must clearly and convincingly articulate the organization's offerings and value proposition and overcome initial resistance from prospects.

Example Positions

Lead Generation Executive, Business Development Executive (Sales), Account Executive, Sales Agent, Sales Representative, Outside Sales Representative, Territory Sales Representative

Competencies

Influence and Persuasion – Sales Hunters are effective in persuading, convincing, influencing, or impressing others in order to get them to support a specific agenda, make a specific type of impression, or take a specific course of action.

Achievement Motivation and Perseverance – Individuals who exhibit this competency display a determination to achieve ever-increasing levels of performance. This competency involves setting high standards and challenging goals for oneself, others, and the organization, and requires a constant focus on achieving and exceeding those goals.

Initiating Action – Individuals who exhibit this competency will tend to be self-starters and will take a lead role in improving or enhancing a product or service, avoiding problems, or developing entrepreneurial opportunities. They will often demonstrate a sincere positive attitude toward getting things done and will seek out additional responsibilities that may go beyond the scope of their formal job description.

Relationship Building – They develop effective long-term professional interactions with others based on trust: trust that they will always work toward the best interest of those involved and that they are sufficiently competent to provide positive results.

Active Listening – Sales Hunters enhance mutual understanding in communicating with others by expressing genuine interest in, and providing full attention to, the content and meaning of others' messages.

Composure and Resiliency – They are able to deal effectively with pressure, recover quickly from setbacks, and remain optimistic and persistent even under adversity. They are also able to maintain self-confidence and avoid overly emotional responses in tense or difficult situations.

Representative Behaviors

- Persuasively sells ideas to gain support and buy-in
- Strives to exceed goals, targets, and standards
- Takes initiative to capitalize on opportunities
- Develops new contacts and initiates relationships
- Listens attentively to other people
- Copes with rejection



Sales Hunter Job Model

Leading	Active Communication	Interpersonal Dynamics	Making Decisions	Solving Problems	Managing Processes	Self-Management
Leadership Maturity	Influence and Persuasion	Interpersonal Sensitivity	Deliberative Decision Making	Creativity and Innovation	Quality Focus	Composure and Resiliency
Leadership Communication	Conflict Management	Helpfulness	Decisiveness	Analytical Thinking	Compliance	Generating and Expressing Enthusiasm
Driving Results	Negotiating	Service Focus	Strategic Thinking	Learning Agility	Response Orientation	Strength of Conviction
Leading Change	Active Listening	Relationship Building	Organizational Citizenship	Scientific Acumen	Safety Focus	Achievement Motivation and Perseverance
Managing Innovation	Communicating	Collaboration and Teamwork	Information Seeking	Business Acumen	Process Management	Self-Awareness
Managing Quality	Instructing	Organizational Savvy			Time Management	Adaptability
Team Building		Global Mindset			Planning and Priority Setting	Initiating Action
Coaching and Developing Others					Organizing and Documenting Information	Accountability
Delegating					Applying Standard Practices	Professionalism
Fact-Based Management						Continuous Learning
Strategic Talent Management						Extended Task Focus
Directing						Comfort with Ambiguity

For more information on Caliper Competencies, please call us at 609.524.1200 or visit www.calipercorp.com.