



Sales Unit Manager (TX and OK)

Chrane Foodservice Solutions Dallas, Texas, United States (On-site)

Chrane is looking for a strong Sales Unit Manager to build and elevate performance across our non-commercial segment in TX and OK. This role is responsible for leading, developing, and driving the performance of an outside sales team focused on K-12, higher education, corrections, and design build environments. The right leader will bring structure, accountability, and coaching discipline to a team that is positioned for growth. This is not an individual contributor role. Success is measured by the performance and development of the team.

What You Will Do

- Lead, coach, and develop a team of outside sales teams to drive consistent performance across Texas and Oklahoma with a focus on non-commercial accounts from K-12, college/universities, correctional, design build and bidding dealers.
- Establish and reinforce disciplined sales behaviors, including structured customer meetings, pipeline management, pre-call planning, and timely follow-up.
- Monitor and improve individual and team performance using defined metrics, scorecards, and performance timelines.
- Diagnose performance gaps and provide targeted coaching through ride-along, one-on-one meetings, and team development sessions.
- Hold team members accountable to expectations, addressing performance issues promptly, and making informed talent decisions.
- Build and maintain a strong pipeline of future sales talent through active recruiting and internal development.
- Align account assignments and opportunities based on individual performance to maximize overall team results.
- Collaborate cross-functionally with the Marketing, Culinary, Customer Success Team to support sales execution.
- Support key customer and manufacturer relationships, serving as an escalation point and reinforcing service excellence.
- Execute leadership directives while maintaining ownership of team performance and decision-making within the business unit.

What We Are Looking For

- 7+ years of sales experience, with at least 2+ years leading or managing others.
- Experience in both inside and outside sales environments is preferred.
- A proven ability to coach, develop, and improve the performance of others.
- Strong organizational discipline with the ability to manage priorities and drive execution.
- Comfort working within structured processes, metrics, and CRM tools such as Salesforce.

Seniority Level
Mid-Senior level

Industry
Food and Beverage Services,
Food and Beverage
Manufacturing, Wholesale Food
and Beverage

Employment Type
Full-time

Job Functions
Management
Sales, Business
Development

Skills
Coaching
Customer Relationship
Management (CRM)
Sales Leadership
Team Development
Performance Management
Territory Management
Sales Pipeline Management
Continuous Process
Improvement
Strategic Leadership
Sales Management



- A practical, hands-on leader who can balance accountability with team engagement.

**Travel**

- Requires approximately 25-30% percent travel across Texas and Oklahoma.
- Spending time in the field coaching team, engaging with customers, and supporting key opportunities, industry events, and manufacturer training.

Why Join Chrane

Chrane Foodservice Solutions represents leading manufacturers in the foodservice equipment and supplies industry. Our culture is built on collaboration, strong relationships, and a genuine passion for serving our customers and partners. We believe great workplaces are built by people who take pride in their work and enjoy creating an environment where others can succeed.

Pay and Benefits

We offer a competitive compensation package along with comprehensive benefits, including health coverage, paid time off, retirement savings, and professional development opportunities. Our supportive, collaborative culture ensures you're valued and set up for success.

Equal Opportunity Statement

Chrane Foodservice Solutions is an Equal Opportunity Employer. We are committed to creating an inclusive workplace that values diversity and welcomes individuals of all backgrounds. All qualified applicants will receive consideration for employment without regard to race, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, genetic information, veteran status, or any other protected characteristic under applicable laws. We believe that a diverse and inclusive team strengthens our organization and enhances the work we do.