



Position Overview

Adleta, a proud 105-year-old employee-owned (ESOP) company, is a leading distributor of some of the world's most recognized flooring brands. Our extensive product portfolio serves a wide range of markets, including healthcare, education, multi-family housing, as well as retail and single-family builders. With a strong legacy in the flooring industry, we're excited about our continued growth and looking to add more like-minded team members.

About the Role

Are you ready to make a meaningful impact in the flooring industry? As a **Residential Account Manager in the San Antonio-Austin markets**, you will collaborate with contractors, business owners, end users, and manufacturing partners to deliver high-quality flooring solutions. You will have the autonomy to manage your territory strategically, with the expectation of maximizing sales, deepening relationships, and growing market share.

This is a high-activity, high-accountability role. You will be in the field daily, building the kind of relationships that drive long-term loyalty — and you will be expected to document, follow up, and close with consistency.

Responsibilities:

- Travel daily throughout the San Antonio - Austin area calling on existing accounts and prospecting new customers
- Log a minimum of 20 sales calls per week in Salesforce CRM — reviewed and verified weekly by management
- Develop and execute a sales plan to achieve sales targets with an emphasis on expanding market share within the assigned territory.
- Conduct product presentations with demonstrations to showcase the features and benefits of our flooring products
- Stay up to date with most current merchandising, able to assemble displays and place samples in a timely manner.
- Attend and participate at flooring trade shows, flooring dealer events or distributor meetings
- Collaborate with customers to understand their requirements, recommend suitable flooring solutions, and negotiate pricing to secure their business.

- Stay current with industry trends, competitor activities, and market conditions to identify opportunities for growth with the ability to adjust sales strategies accordingly.
- Collaborate with internal teams to ensure smooth order processing with timely delivery of products.
- Provide consistent, proactive communication and handle customer concerns with urgency and professionalism; escalate when appropriate.
- Prepare accurate, complete price quotes using established guidelines and work with management on one off situations.
- Accept coaching, feedback, and performance direction with a growth mindset.
- Take on additional responsibilities as the business grows and evolves.

Residential Account Managers must implement the selling process in his/her area; they must have the ability to make good judgment decisions for the company. A full understanding of the product line is essential. Furthermore, an understanding of the application that each product serves is critical. The ability to interface/communicate with a diverse group of customers/employees in a friendly and respectable manner is a must. The ideal candidate will possess a flexible personality and be able to communicate clearly to other persons, both orally and in written form.

Required Competencies:

- Build Trusting Relationships
- Execute Action Plan
- Adapt and Coachable
- Deliver Compelling Communication

Required Qualifications:

High School Diploma

3 + years sales experience

Living in San Antonio/Austin or just outside the metro areas.

Preferred Qualifications:

Bachelor's degree

Experience calling on flooring contractors in market

WHY Adleta:

This is more than a sales job. As an ESOP company, your work directly builds your own equity. Adleta has been in business for over 100 years because we take care of our people, our customers, and our partners.

- Employee Stock Ownership Plan (ESOP)
- Medical, dental, and vision insurance
- Life insurance and disability coverage
- Paid Time Off
- 401K