



*...helping people restore the earth*

[www.seedsource.com](http://www.seedsource.com) solutions for eco-logical land management

8875 Interstate 35 N New Braunfels, TX 78130

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## *Sales Development Manager*

location: New Braunfels, Texas

Native American Seed (NAS) is a Texas-based, family-owned company passionately driven by our mission... *helping people restore the earth.*

Established in 1988, NAS produces, gathers, cleans, markets, and distributes high-quality native wildflower and grass seeds, complemented with ecological restoration services. We're seeking a purpose-driven Sales Development Manager to help lead Native American Seed into its next chapter of mission-aligned growth. This role is ideal for someone who blends strategic thinking with hands-on leadership, and who thrives in building scalable systems that support ecological impact.

### Knowledge, Skills, & Attributes

- Upholds unwavering ethical standards in all practices
- Natural leader with clear communication and genuine collaboration style
- Purpose-driven, with a long-term commitment to ecological restoration
- Embraces a solutions-oriented mindset with a commitment to accuracy and continuous improvement
- Strategic mindset combined with discipline and adaptability to navigate growth challenges effectively
- Consistently dependable and punctual with an exceptional work ethic and positive attitude
- Excellent leadership and communication skills – able to inspire, mentor, and develop productive teams
- Aligns all actions with NAS core values: Vitality, Collaboration, Growth, Wisdom, and Stewardship
- Strong organizational skills and systems thinking
- Technologically proficient across platforms; experience leveraging tech to scale
- Solid understanding of native plants and restoration—or willingness to self-develop expertise
- Results-oriented with initiative, follow-through, and a strong work ethic
- Comfortable operating at both strategic and tactical levels
- Proven capacity to adapt quickly, prioritize effectively, and maintain composure under pressure

### Responsibilities

- Design and implement comprehensive sales strategies, processes, and standard operating procedures (SOPs) across multiple sales channels
- Recruit, hire, train, and manage Sales Specialists and Team Leads in collaboration with HR
- Establish and refine sales pipelines, develop sales scripts, track key performance indicators (KPIs), and regularly iterate processes for continuous improvement
- Identify, evaluate, and pursue strategic customer acquisition and new channel growth opportunities
- Represent NAS at trade shows and industry events, working closely with marketing to ensure consistent messaging and impactful presence
- Coordinate scheduling, resource allocation, internal communications, and project management timelines across the sales team
- Develop and implement training programs and individual development plans to grow sales team capabilities
- Implement and optimize technological solutions to enhance sales workflows, increase productivity, and provide actionable insights

## Experience & Qualifications

- Minimum 2 to 3 years designing and implementing successful sales strategies
- Minimum 2 years direct management experience, demonstrating capability in motivating and guiding high-performing teams
- Experience with CRM systems and sales management software; NetSuite familiarity strongly preferred
- Proven ability to develop KPIs, manage reporting, and forecast outcomes
- Background in or strong understanding of native plants, ecological restoration, native plants, or land stewardship strongly preferred
- Flexibility and willingness to occasionally travel overnight or on weekends for trade shows, client events, or site visits

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*If this opportunity resonates with your creative spirit and commitment to ecological stewardship, we'd love to hear from you.*

Please send your résumé and a brief cover letter describing how Native American Seed's core values—Vitality, Collaboration, Growth, Wisdom, and Stewardship—align with your own. No phone calls about this opportunity, please. Send all materials to [myfuture@seedsource.com](mailto:myfuture@seedsource.com) with “Sales Development Manager Job Application” in the subject line.