



YES (Yield Engineering Systems, Inc.) is a leading manufacturer of reliable, high-tech, cost-effective capital equipment that transforms materials and surfaces at the nanoscale. From startups to the Fortune 50, our customers rely on YES to help them unleash products that change lives – from cellphones and IoT devices, to AI and virtual reality, to diagnostic tests for COVID.

As a preferred provider of wet and dry process technology, we look forward to talking with smart, energetic, team-oriented people who can grow with us. We provide competitive salary and benefits, including employee stock ownership, and some of the best co-workers you'll find anywhere. If this appeals to you, please read on!

**Job Title: Director of Key Account Management (KAM)**

**Location: France or Italy**

The Director of Key Account Management (KAM)'s primary objectives are to achieve agreed-upon sales targets and to contribute to the development of the KAM function at YES. The successful candidate will be measured by the ability to deliver results that consistently achieve revenue targets, as well as the ability to operate within the culture of YES. This role will expand existing accounts and develop new accounts in a manner that is consistent with YES's strategic plan, foster an inclusive culture that supports effective cross-functional collaboration/integration of work efforts across YES, and ensure that all our customers have a world-class customer experience. This role will work closely with all functional groups within YES, including Marketing, Product Management, Service, Engineering, and Operations.

**Responsibilities** will include but are not limited to:

- Contribute to the overall sales and account strategy for the KAM organization
  - Contribute to a strategic framework for prioritizing key OEM and other accounts that enables the growth of existing accounts while developing new accounts.
  - Monitor the allocation of resources across this portfolio of account opportunities.
  - Represent the “voice of the customer” in all internal strategy and tactical discussions or activities.
  - Establish sales strategies to leverage leads and transform them into won business.
- Establish and develop strong relationships with key customers
  - Actively identify and develop new accounts for all YES products and services.
  - Actively grow relationships with existing accounts.
  - Play a key role in structuring commercial relationships with key accounts that span multiple product and service offerings.
  - For all key accounts, achieve a comprehensive understanding of drivers for account traction and influential relationships, and create an account map.
- Achieve budgeted/targeted sales for Key Accounts
  - Develop sales goals and objectives consistent with achieving top line results.
  - Monitor sales performance versus objectives on at least a monthly basis.
  - Work collaboratively with all business functions to meet overall sales objectives.
  - Integrate marketing programs into the overall sales effort to accomplish sales objectives.
- Establish and manage functions and processes that support overall KAM activities
  - Follow the account targeting and sales process.
  - Utilize the Salesforce CRM tool consistently, in accordance with established processes.
  - Ensure timely and accurate business forecasting across all product and service offerings.

- Contribute to a strong KAM team to deliver on the strategy
  - Contribute to a team culture that is consistent with the overall YES culture.
  - Maintain alignment between the KAM team and all the various teams within YES through a collaborative work approach that engenders an inclusive culture.
  - Ensure alignment between the KAM organization and the needs of key accounts.
  - Participate in training to ensure a high level of technical knowledge, deal management, and an effective professional approach to KAM.
  - Maintain an attitude of continuous learning, while practicing the art of effectively “positioning” the various YES offerings in the context of customer needs and competitive and/or substitute offerings.
  - Ensure that the Opportunity Development team is expert in key account management and building productive relationships in client accounts.

### **Professional Background and Personal Qualities**

- MUST HAVE min 10-15 years of **semiconductor CAPEX experience.**
- BS degree required; MBA preferred.
- At least 10 years’ relevant and successful sales/business experience within the European semiconductor capital equipment space.
- Sales/business management experience in a semiconductor capital equipment company of at least \$50M annual revenues, selling products and services to OEMs.
- Documented track record of success in large capital equipment “solution selling”.
- Existing relationships with leading semiconductor OEMs.
- Strong track record of building partnerships, from prospecting to closing at an enterprise level, that are in particularly challenging companies, and involve multiple stakeholders and levels of decision makers.
- Experience that provides an intuitive understanding of how large organizations work and an ability to quickly speak the language of different organizations.
- Track record of strategic and operational excellence when managing a portfolio of high value customers, including driving work streams that require a high degree of cross-functional collaboration.
- Demonstrated proficiency in independently developing and executing a prospecting-outreach-close strategy in new or challenging companies and/or innovative partnerships.
- Exceptional presentation and verbal & written communications skills that enable you to both pitch YES to leaders of the customer’s or prospect’s industry and convey your long-term vision and strategic process to your internal stakeholders. The presence and self-confidence to use these communications skills to convince others to buy into proposals and plans.
- Experience working in an environment that successfully integrates sales and marketing programs.
- Demonstrated experience in building and leading a successful sales/business team.
- Demonstrated ability to develop significant new accounts.
- Demonstrated experience in developing strategic and tactical elements of a sales plan.
- Strong analytical capabilities in developing sales forecasts, assessing sales performance, and contributing to incentive compensation plans.
- Dynamic, self-motivated, proactive approach to taking on challenging assignments.
- Demonstrated ability to lead and influence teams.
- The conviction and optimism to consistently communicate and engage others for the successful execution of sales plans.
- Leadership, mentoring, and setting of high standards for developing direct reports.
- Unquestionable integrity and values, impeccable character.
- Willingness to comply with regional and national travel and safety policies and standards.

**Compensation**

- YES offers a stimulating and fun working environment, competitive salaries and benefits, and long-term incentives.

**Additional Information**

- Travel: up to 50-65%
- Applicants must be currently authorized to work in the European Union on a full-time basis.
- YES is an equal opportunity employer and values diversity. All employment is decided on the basis of qualifications, merit, and business need.
- YES prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

**Come find out why YES is such a great place to work. Apply today!**