

Regional Sales Manager - California (Remote Territory Sales)

Department: Sales

Reports To: National Sales Manager

FLSA Status: Exempt

Territory: California

At OASE, we are passionate about creating exceptional water experiences. As a global leader in water garden, pond, aquarium, and water technology solutions, we combine innovation, premium quality, and technical expertise to help our customers transform spaces through water.

We're seeking a motivated, customer-focused Regional Sales Manager to drive sales growth throughout California. In this home-based role, you'll build lasting relationships with distributors, contractors, dealers, and retailers while representing a premium global brand.

Position Summary

The Regional Sales Manager is responsible for driving sales growth throughout the California territory by developing new business, strengthening existing customer relationships, and supporting distribution partners. This position works closely with contractors, dealers, distributors, and independent sales representatives to increase market share and deliver exceptional customer experiences. **Candidates must reside in California.** This home-based position requires approximately 75% travel throughout the state.

Key Responsibilities

- Grow sales and market share throughout the California territory.
- Build and strengthen relationships with water feature, pond, and landscape contractors
- Support and expand partnerships with distribution partners
- Drive sales growth with garden centers, pond specialty retailers, aquarium specialty stores, and other key channel partners
- Identify and develop new business opportunities throughout the territory
- Conduct customer visits, product demonstrations, technical trainings, and sales presentations
- Represent OASE at industry events, trade shows, and customer meetings
- Maintain accurate sales activity, forecasts, and opportunities using the company's CRM system.
- Travel extensively throughout California to support customers and grow the business (approximately 75%).

Qualifications

Required

- Three or more years of successful outside sales, territory management, or business development experience.

- Experience working with distributors, contractors, dealers, or channel partners.
- Excellent communication, presentation, and relationship-building skills.
- Strong organizational and time management skills with the ability to work independently.
- Proficiency with Microsoft Office and CRM software.
- Valid driver's license and the ability to travel extensively throughout the assigned territory.

Preferred

- Experience in the water garden, pond, aquatics, landscaping, irrigation, outdoor living, or related industries.
- Technical product sales experience.
- Passion for outdoor living, water features, aquatics, or landscape products.

Why OASE?

Joining OASE means becoming part of a respected global organization known for innovation, quality, and exceptional customer support. We offer the opportunity to represent premium products while making a direct impact on one of our most important growth markets.

What We Offer

- Base salary plus performance-based bonus and company benefits.
- Comprehensive medical, dental, and vision insurance
- 401(k) with company matching contributions
- Company-paid Short-Term and Long-Term Disability coverage
- Health Savings Account (HSA) company contributions
- Generous Paid Time Off (PTO)
- Ongoing training and professional development
- Strong technical, marketing, and sales support
- Collaborative team environment with opportunities for career growth

OASE is an Equal Opportunity Employer and values diversity in our workforce. We are committed to creating an inclusive workplace where all employees can thrive.

If you're passionate about building relationships, growing business, and representing innovative premium products, we'd love to hear from you. Apply today to join OASE and help create exceptional water experiences across California.