



3Q, Inc.

Premier Fastener Sourcing and Distribution

About Us

3Q, Inc. is a trusted leader in the fastener distribution industry, serving customers across a diverse range of sectors including manufacturing, distribution, and industrial supply. With a commitment to the ISO9001-2015 Quality Management System, In-House Quality Inspection Lab and our culture of working with Quality, Integrity and Respect is our path to success. We pride ourselves on delivering supply chain solutions that keep our clients' operations running smoothly.

We are seeking an experienced **Sales and Engineering Manager with an engineering background** to lead and develop our sales team. This is a high-impact role responsible for driving revenue growth, supporting technical sales initiatives, and building lasting customer relationships.

Key Responsibilities

- Lead and mentor a team of 5–6 sales representatives to meet and exceed sales targets.
- Provide technical guidance to the team and customers, leveraging your engineering expertise to support complex sales opportunities.
- Develop and implement sales strategies focused on growth, customer retention, and margin improvement - annual off-site strategy meeting.
- Manage key customer accounts and maintain strong relationships with decision-makers, engineers, and purchasing agents.
- Collaborate with purchasing, operations, and assembly teams to ensure accurate and timely fulfillment of customer requirements.
- Analyze market trends, customer needs, and competitor activity to identify new opportunities and refine the company's value proposition.
- Deliver KPI performance reports, sales forecasts, and pipeline updates to the management team.



- Conduct ride-alongs, joint sales calls, and regular coaching sessions with team members to elevate performance and product knowledge.

Qualifications

- Hardworking and dedicated to a great customer experience
- Bachelor's degree in engineering (Mechanical, Industrial, or related field preferred).
- 5+ years of experience in B2B sales, with at least 2 years in a sales leadership or team lead role.
- Prior experience in the fastener industry or industrial distribution is highly preferred.
- Strong technical acumen with the ability to understand and communicate engineered solutions to both technical and non-technical audiences.
- Excellent interpersonal, leadership, and communication skills.
- Proven ability to motivate, develop, and manage high-performing sales teams.
- Proficient with Microsoft Excel, Business Software and working remotely

Why Join Us

- Competitive base salary, commission + bonus
- Medical, life and vision benefits
- Monthly Bonus Profit Sharing
- Career development opportunities in a stable and growing company
- Summer Hours- Half-Day Fridays (Memorial Day to Labor Day)

Contact:

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