



## **Chief Sales Officer – Phantom Screens**

*This executive search is conducted by Nelson/Kraft & Associates on behalf of Phantom Screens*

### **EXECUTIVE SUMMARY**

Phantom Screens is searching for a seasoned sales executive and strategic leader to join their team as Chief Sales Officer (CSO).

Reporting to the Chief Executive Officer (CEO) and as part of the Senior Leadership Team (SLT), the CSO is responsible for creating and overseeing all sales strategies, analyzing results, and adjusting plans to ensure Phantom Screens' products remain viable in changing markets and competitive conditions. The CSO leads the Sales Department, champions Phantom's strategic vision, demonstrates corporate values, fosters culture, builds trust with channel customers, and communicates effectively at all levels. The CSO is charged with driving sustainable and profitable sales growth, maximizing market penetration, and expanding into new channels and geographies. Additionally, this role will spearhead Phantom's international expansion into Europe while shaping the future of their commercial strategy; optimizing the Business Development Team today and building a dedicated organization aligned with a robust sales process for tomorrow.

If you are a visionary and motivated sales leader with a track record in achievement and change management, and you fully align with the strategic direction and values of Phantom Screens, we would love to hear from you!

### **WHO WE ARE**

Located in Abbotsford, BC, we've been providing innovative screening solutions for the Lower Mainland since 1992.

Whether allowing that cool breeze to pass on through, or to keep those pesky bugs out, we're excited to offer a wide range of solutions from retractable doors, windows, and large opening screen solutions. All of our retractable products are custom fit and installed by our knowledgeable, professionally trained installers.

Our reputation has been built on providing quality products and dependable customer service all year round.

## **OUR CORE VALUES**

At Phantom Screens, we value all employees and are committed to a safe, harmonious, and respectful work environment. All employees are required to help us achieve this by practicing our core values:

- To Speak the Truth
- To Pursue Excellence
- To Serve Each Other
- To Practice Stewardship

## **QUALIFICATIONS**

- Bachelor's degree with a business focus, or an equivalent combination of education and experience.
- Formal sales training utilizing established, flexible methodologies with a track record of success.
- Minimum of 10 years' sales experience, with at least 5 years' experience in a senior management position overseeing multiple sales channels including distributor networks, influencer channels, and negotiating national retail programs.
- Experience selling in the US and working knowledge of other international markets.
- Superior interpersonal and communication skills; able to interact comfortably and confidently at all levels.
- Highly developed analytical skills and sound judgment in decision-making.
- Experience with distributor networks in the home improvement industry.
- Enjoys leading, coaching, and motivating a dispersed team; skilled in change management.
- Positive and professional disposition; organized, methodical, and composed under pressure.
- Able to accomplish multiple and changing priorities.
- Proficient in Microsoft Office suite.
- Comfortable working independently or as a team contributor.
- Available to travel extensively (approx. 35% throughout North America; Europe 1-2x/year).
- Able to work out of the corporate Head Office in Abbotsford, BC.

## **PERSONAL ATTRIBUTES**

- Visionary and strategic thinker with a successful track record of developing and implementing sales strategies that result in exponential growth.
- Demonstrated success leading, coaching, and motivating a dispersed team.
- Maximizer who embraces best practices and is open to new ideas.
- Alignment with Phantom's corporate values and culture.

**Location:** Abbotsford, BC

**Application Deadline:** January 31, 2026

**Start Date:** TBD

**Salary Range:** \$175,000 - \$225,000

**APPLY** online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

## **ABOUT US**

[Nelson/Kraft & Associates Inc.](#) is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

*Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.*

*Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.*