

Sales Director

Hucke Exteriors | Residential Remodeling & Insurance Restoration

Full-Time | \$70k-\$90k Base + Quarterly Bonus (Total Comp \$140k-\$180k) | Company Vehicle

Hucke Exteriors is a local, established, family-owned company where you can make a real impact. We specialize in roofing, siding, windows, gutters and storm restoration where we do honest, professional work with integrity – every time.

We are growing – and we're ready for a true sales leader to help take our team to the next level.

The Opportunity

In this role, you'll lead and elevate our entire sales organization. You'll be responsible for improving sales performance, consistency, profitability, and team culture across both retail and insurance restoration work. You'll coach and develop the team, create structure and standards, and partner directly with ownership to drive growth.

This is a leadership role for someone who wants to build a high-performing team, not just close deals.

What You'll Do

- Lead and coach all sales representatives and senior reps
 - Set clear goals, expectations, and performance standards
 - Develop and execute strategy for both retail and insurance sales
 - Build consistent sales processes that improve close rates and margins
 - Run one-on-ones, ride-alongs, and team meetings
 - Forecast revenue pipeline and report results to ownership
 - Support complex estimates, adjuster appointments, and escalated situations
 - Assist with recruiting, hiring, and developing top sales talent
 - Create a positive, accountable, team-first culture
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What Success Looks Like

- Confident, well-trained reps who consistently hit goals
 - Strong margins and disciplined pricing
 - Happy customers and professional sales experiences
 - A motivated, organized, and growing sales team
 - Predictable, year-round revenue growth
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Who This Role Is For

- A strong producer ready to lead people — not just sell
 - Someone comfortable coaching, mentoring, and holding others accountable
 - A forward-thinker who values ethics, professionalism, and teamwork
 - A builder of culture and long-term success
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Qualifications

- 5 years or more residential remodeling, roofing, or in-home sales experience
- Leadership or team management experience
- Analytical and strategic thinking abilities, with a focus on achieving sales targets
- Strong understanding of pricing, margins, and profitability
- Excellent communication and organizational skills
- High integrity and team-first mindset

What We Offer

- Competitive salary + performance-based bonus
- Health and retirement benefits
- Paid time off
- Established brand with strong reputation
- Leadership role with real ownership and influence
- Supportive ownership team
- Growth opportunity as the company expands

If you're ready to lead a team, shape a culture, and help build something long-term — we'd love to talk. Apply here or message us directly to start the conversation.