

Join the Novus Automotive Family at Clarington Kia!

Since opening our doors, Clarington Kia has prioritized exceptional customer service, earning an enviable reputation among our customers. For our team, it's always about putting the customer first and we are dedicated to exceeding expectations and consistently delivering more.

As we continue to grow, we have a fantastic opportunity for a General Sales Manager to join our growing team. If you have a passion for the automotive industry and enjoy building strong relationships with customers – we want to hear from you!

Meet Novus Automotive: In 2024, we launched a forward-thinking dealership brand that encompasses six dealerships across the Durham Region, including Clarington Kia. We are Novus Automotive, dedicated to reshaping the relationship between dealerships and drivers by crafting seamless experiences that bring peace of mind to the road.

Position Overview:

Clarington Kia is seeking a dynamic and results-driven General Sales Manager to oversee our sales operations and help drive success at our dealership. The ideal candidate will be a collaborative leader, skilled closer, and have extensive experience in managing pre-owned vehicle operations. The General Sales Manager will be responsible for meeting and exceeding sales targets while delivering exceptional customer experiences.

What You'll Do:

1. Leadership & Team Management:

- Lead, motivate, and coach the sales team to foster a high-performing and collaborative environment.
- Set clear goals, expectations, and hold team members accountable for their performance.
- Provide ongoing training to enhance product knowledge, sales techniques, and customer engagement skills.

2. Sales Strategy & Execution:

- Develop and implement strategies to achieve monthly, quarterly, and annual sales objectives for both new and pre-owned vehicles.
- Oversee the pre-owned vehicle department, ensuring efficient inventory management, competitive pricing strategies, and timely reconditioning.

- Participate in “save-a-deal” meetings to drive deal closures and maximize profitability.

3. Metrics Management:

- Analyze and manage sales metrics such as closing ratios, lead conversion, gross profit, and customer satisfaction scores.
- Leverage data to identify trends, areas for improvement, and opportunities for growth.
- Provide regular sales performance reports to senior leadership.

4. Customer Experience:

- Ensure a seamless and exceptional customer experience from the initial contact through delivery.
- Address and resolve escalated customer concerns to ensure satisfaction and uphold the dealership’s reputation.

5. Inventory Management:

- Work closely with the sales team to manage new and pre-owned vehicle stock, ensuring proper inventory levels and the right vehicle mix to meet customer demand.
- Optimize inventory turns to maintain a healthy and well-priced vehicle inventory.

6. Cross-Department Collaboration:

- Collaborate with the service, finance, and marketing departments to ensure alignment and support dealership goals.
- Work with the marketing team on promotions, events, and online strategies to drive traffic and increase sales.

What You Bring:

- Proven experience as a successful sales manager in the automotive industry, preferably with Kia experience.
- Extensive knowledge of pre-owned vehicle operations, including inventory management and pricing strategies.
- Valid Ontario Class 'G' Driver's License

- Valid OMVIC License
- Strong negotiation and closing skills with a customer-focused approach.
- Proficient in analyzing and managing sales metrics to drive team performance.
- Excellent communication, leadership, and interpersonal skills.

What We Offer:

- Paid time off to support you right from the start! Including, 5 paid personal days, 3 weeks of vacation time (with 4 weeks after 5 years, and 5 weeks after 10 years), 2 paid volunteer days, 3 paid bereavement days and 5 paid new parent leave days.
- Enrollment in our comprehensive benefit plan from day one.
- Competitive compensation: **this role has a base salary starting at \$50,000, plus bonus incentives. The estimated range of \$125,000-\$175,000 annually is not guaranteed. Actual compensation may be higher or lower depending on performance and experience**
- Additional employee benefits - vehicle purchase program, car allowance program, and more.
- A supportive and great team environment with growth opportunities!

We thank you for your interest in employment with Clarington Kia, however, only applicants selected for an interview will be contacted.

Please note, this posting is to fill an existing vacancy within our organization.

Novus Automotive is committed to providing accessible employment practices that are following the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation during any stage of the recruitment process, please contact HR@novus.auto.