

Hales Roofing – Business Development / Outside Sales Representative – Northern Arizona

About Hales Roofing

Since 1990, Hales Roofing has been the most trusted name in roofing across Northern Arizona. Known for expert craftsmanship, exceptional customer service, and a commitment to quality, we proudly serve residential and commercial clients throughout Prescott, Sedona, Cottonwood, Flagstaff, and beyond.

As a thriving, fast-growing company, we're looking for a driven **Business Development / Outside Sales Representative** to spearhead growth in Northern Arizona. In this pivotal role, you'll focus on **self-generated business**, cultivating relationships, and driving revenue growth to help Hales Roofing continue its legacy of excellence.

The Opportunity

We are seeking a **true hunter in Northern Arizona** who thrives on generating their own opportunities and closing deals. This is not a sit-and-wait role — success comes from building relationships, creating your own pipeline, and consistently winning new projects. You'll prospect through networking, canvassing, and strategic outreach to establish yourself as a trusted roofing partner for homeowners, businesses, and property managers across Northern Arizona.

This role offers **uncapped earning potential**, with top performers expected to earn **\$250K+ OTE**. A base salary, company truck, healthcare benefits, and 401k are also provided. We offer training, mentorship, and the support you need — but your success will be built on your drive to hunt, win, and grow your territory.

Responsibilities

Business Development & Prospecting

- Proactively identify and pursue new business opportunities across Prescott, Sedona, Cottonwood, Flagstaff, and surrounding areas.
- Generate your own pipeline through networking, canvassing, referrals, and community engagement.
- Build strategic relationships with property managers, HOAs, contractors, and business owners to drive consistent deal flow.

- Represent Hales Roofing at community events, trade shows, and industry networking opportunities.

Sales Execution

- Conduct roofing consultations, assess customer needs, and deliver tailored proposals.
- Convert self-generated leads into signed contracts through a consultative sales process.
- Negotiate effectively to close high-value deals.
- Accurately document sales activity and pipeline progress in the company CRM.

Customer Relationship Management

- Deliver a world-class customer experience from first contact through project completion.
 - Maintain strong, ongoing relationships to generate repeat and referral business.
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Qualifications

- Proven success in outside sales with a **hunter mindset**.
 - Excellent familiarity with construction and/or strong relationships with property managers in Northern Arizona.
 - Roofing knowledge is a plus but **not required**.
 - Self-motivated and entrepreneurial, with a track record of building and managing your own pipeline.
 - Exceptional communication, negotiation, and relationship-building skills.
 - Valid driver's license and clean driving record.
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Benefits

- Competitive base salary + **uncapped commissions** (\$250K+ OTE).
- Company truck.

- Healthcare benefits.
- 401k.
- Comprehensive training and mentorship program.
- Best-in-class technology (including CRM).