**Primary Purpose**

The Sales/CX/Marketing Leadership Development Program (SLDP) is one of the [three] functional programs in the Leadership Development Program suite. The SLDP is a great opportunity for graduates seeking to support Heritage through customer facing roles such as sales, customer experience, marketing. Candidates within the program will have the opportunity to complete three 9-12-month rotations, which are defined on the business needs. This will include at least one rotation at any participating facility in the U.S.

**Essential Functions and Responsibilities**

* Ensures Health & Safety is the number one goal by following policies, processes, and acting in a safe manner at all times.
* Develop an understanding of how the company works and build relationships with co-leadership development candidates through regularly scheduled meetings, annual training workshops and mentor programs
* Network with professionals from various disciplines across the organization to enhance teamwork, collaboration, communication, problem solving, and strategic thinking skills
* Maintain awareness of all Heritage policies, guidelines, and procedures and ensure compliance.
* Coordinates with appropriate internal resources to prepare formal proposals including cost estimates, schedules, innovative, and operational approaches. Develops pricing for key opportunities utilizing internal assets and third-party partners while at the same time developing an understanding of treatment technologies, selection, and various pricing methods. Learn and understand the intricacies of a wide variety of customer submittals portals and online bids responses.
* Work with the corporate marketing team assisting with ongoing initiatives around internal and external marketing. Examples include but are not limited to managing industrial marketing requests, expanding our social media presence, writing blogs, assisting with web site functions and or design, preparing customer communications as needed to Sales and Customer Experience, and providing support for trade shows and training sessions.
* Assist with the Customer Experience Team in either a customer facing role or a technical role. Customer Facing roles work hand in hand with both internal and external customers by answering questions, arranging, and managing a wide variety of environmental services. Technical roles keep up to date on rules, regulations, and the permit requirements of our facilities to assist with setting up wastes approvals and ensuring safety and compliance policies are met.
* Assigned as territory-based Account Representative in a region based on factors including but not limited to employee location, territory growth, employee transition, etc. The Account Representative track is designed to understand HES’s approach to fostering safe, compliant, and profitable growth, methods to identify and close opportunities quickly to build revenue and exceed budget projections, as well as to encourage the understanding of all aspects of the HES service offering. The program also promotes the further establishment of long-term relationships with customers through cross selling of other Sustainable Solutions and Strategic Projects.
* Ability to travel up to 25%
* Geographic mobility anywhere in the US (rotational program locations across the US may vary by business needs). Relocation is available for this position.

**Heritage believes that each employee makes a significant contribution to our success. That contribution should not be limited by the assigned responsibilities. Therefore, this position description is designed to outline primary duties, qualifications and job scope, but not limit the incumbent nor the company to just the work identified. It is our expectation that each employee will offer his/her services wherever and whenever necessary to ensure the success of our endeavors.**

**Education:** Bachelor’sdegree in: Professional Sales, Marketing, Management, Chemistry, Biology, Environmental Science required. Minimum 3.0 GPA required. High performing recent graduate or expectation to graduate by summer 2022 OR qualifying education must have been obtained within the past 2 years.

**Experience:** Prior relevant internship, co-op, or practical experience required. Demonstrated leadership ability and initiative (school club officer, sports team captain, resident advisor, etc. or exceptional leadership on work projects) required.

**Knowledge and Abilities:**  Proficient with MS Office tools. Ability to learn business specific software. Ability to analyze; demonstrated problem solving capability. Strong teamwork, networking, written and verbal communication skills with the ability to interact effectively at all levels of the organization. Organizational and time management skills. Must be willing to relocate through each rotation [three-year program] as needed. Potential Rotation Locations include but are not limited to Indianapolis, IN; Benton, AR (Little Rock area); East Liverpool, OH (Pittsburg area); Lemont, IL (Chicago area).

Must be authorized to work full-time in the U.S. without sponsorship.

A post offer drug screen will be required.

EEO including disability/veteran