

## EXECUTIVE SUMMARY: WHERE YOU ARE POSITIONED NOW

### ***You currently read as:***

- Loyal, high-performing internal operator
- Strong relationship builder
- Trusted team contributor
- Leadership-capable professional
- Sales support / account management adjacent
- Potential people manager or external-facing seller

### ***What you does not yet clearly market yourself as is:***

- Revenue producer
- Hunter / closer
- Territory owner
- Strategic account executive
- Sales leader with measurable metrics
- Business development professional

***This distinction matters greatly in job searches.***

## PROFESSIONAL GROWTH GAP ANALYSIS

### **1. Gap: Lack of Quantified Revenue Results**

#### ***What recruiters want:***

- Grew accounts by \$X
- Managed \$XM book of business
- Increased retention by X%
- Closed X new accounts
- Exceeded quota

#### ***Current Resume:***

Strong responsibilities, but light on measurable outcomes.

#### ***Growth Plan:***

#### **Immediate Actions:**

##### ***Ask yourself:***

- How many accounts do I manage?
- Dollar volume?
- Largest customer?
- Revenue retained?
- Cost savings created?

- On-time delivery improvement?
- Repeat customer rate?

#### Resume Upgrade Example:

- Instead of: *Build and maintain strong client relationships*
- Use: *Managed portfolio of XX accounts representing \$XM annual revenue with strong retention and repeat order growth.*

## **2. Gap: No Outside Sales / Hunter Experience Shown**

### ***Why it matters:***

Outside sales hiring managers need proof you can:

- Prospect
- Win new business
- Travel
- Present in person
- Negotiate
- Own territory

### ***Growth Plan:***

#### Internal Stealth Moves at Current Job:

*Volunteer for:*

- Customer site visits
- Trade shows
- New customer onboarding
- Pricing conversations
- Sales presentations
- Prospect follow-up

Even one project gives resume credibility.

- Resume Example: *Supported outside sales team on customer visits and strategic growth opportunities across assigned territory.*

## **3. Gap: Tenure Risk (May Look “Too Comfortable”)**

8+ years in one inside sales role can make recruiters wonder if you are stagnant.

### ***Need to Reframe It As:***

- Promoted influence
- Expanded scope
- Senior trusted operator
- Leadership without title

**Growth Plan:**

Add titles internally if accurate:

- Senior Inside Sales Representative
- Lead Account Specialist
- Sales Operations Lead (if duties support it)

Even unofficial resume framing matters.

**4. Gap: Leadership Hidden Instead of Owned**

You have leadership training, onboarding experience, mentoring, coaching.

*That should point toward:*

- Sales Manager
- Team Lead
- Branch Manager
- Customer Success Manager
- Regional Sales Supervisor

**Growth Plan:**

Actively seek:

- Mentoring new hires
- Process ownership
- Leading meetings
- KPI dashboards
- Training documentation

**5. Gap: LinkedIn Likely Underleveraged**

Your LinkedIn should be a recruiting machine right now.

***Immediate Upgrade Headline:***

Inside Sales | Account Growth | Client Relationships | Future Outside Sales Leader | MBA

***About Section:***

Position as growth-minded professional ready for next step.

**6. Gap: Industry Transferability Not Explicit**

*You likely can move into:*

- Industrial sales
- Manufacturing sales
- Construction materials sales
- Logistics sales
- Staffing sales

- Medical sales
- SaaS sales
- Banking relationship management

But resume currently feels Nucor-specific. ***But that's okay! We are working on that.***

### **Growth Plan:**

Translate skills into universal language:

- Consultative sales
- Account management
- Revenue retention
- Supply chain coordination
- Strategic client partnerships

## **12-MONTH STRATEGIC GROWTH PLAN**

### **Next 30 Days**

Quiet Job Search Prep

- ✓ Rewrite resume for revenue/results
- ✓ Optimize LinkedIn
- ✓ Build recruiter-ready headline
- ✓ Apply selectively

Skill Growth

*Take free/cheap certifications:*

- Salesforce basics
- HubSpot sales
- Negotiation training
- B2B sales strategy

### **Next 90 Days**

Internal Growth

*Volunteer for:*

- customer-facing projects
- strategic accounts
- presentations
- training others

External Networking

*Connect with:*

- manufacturing recruiters

- Huntsville sales leaders
- industrial staffing firms
- regional account managers

## **Next 6 Months**

### Target roles:

#### *If safer move:*

- Senior Account Manager
- Customer Success Manager
- Sales Operations Manager

#### *If growth move:*

- Outside Sales Representative
- Territory Manager
- Business Development Manager

#### *If leadership move:*

- Sales Team Lead
- Branch Manager
- Client Services Manager

## **Best Paying Pivot Paths**

1. Industrial Outside Sales
  - Great fit with Nucor background.
2. Medical Device / Pharma Sales
  - Polished communicator
  - Relationship skills.
3. Construction Materials / Commercial Sales
  - Steel background translates.
4. Recruiting / Staffing Sales
  - Competitive personalities thrive here.
5. Banking / Wealth Relationship Management
  - Prior finance experience helps.

### ***Honest Truth***

You may be more qualified than you realize, but your resume currently undersells you. It reads like support talent instead of growth talent.

That can be fixed quickly. And that's what we are doing here!

### ***My Strongest Recommendation***

You should market yourself as:

“A proven relationship-driven sales professional ready to transition into territory growth, strategic accounts, or sales leadership.”

## FINAL SCORECARD

Current Marketability: 7/10

With Resume Rewrite: 8.5/10

With Metrics, LinkedIn, and Targeting: 9/10

## YOUR 2026 HIGH-EARNING QUIET EXIT STRATEGY

*How to leave well, level up income, and protect reputation*

You are in one of the best positions for a smart career move: currently employed, experienced, credible, and not desperate. That gives you leverage. The goal is not to “find a job.” The goal is to upgrade your market value strategically.

### Phase 1: Build the Exit While Staying Excellent (Weeks 1–3)

**Rule #1:** Keep performing at current job

No attitude changes, no disengagement, no visible job-hunting behavior. Strong current performance protects references and confidence.

#### Quiet Infrastructure

*Private email and files:* Use personal email, personal phone, personal laptop only.

#### Resume package

*Create 3 targeted versions:*

1. Outside Sales / Territory Manager
2. Account Manager / Client Success
3. Sales Leadership / Team Lead

#### LinkedIn Refresh

*Headline example:*

B2B Sales Professional | Account Growth | Client Retention | Manufacturing Experience | MBA

*Turn on “Open to Work” for recruiters only.*

### Phase 2: Target Higher-Paying Lanes (Weeks 2–8)

You should prioritize industries where relationship skills and manufacturing credibility matter.

#### Best Money Paths Near North Alabama

1. Industrial / Manufacturing Sales
  - Steel, building materials, automation, equipment, packaging.
2. Huntsville Defense Contractor Sales / BD

- Government-adjacent suppliers love polished professionals.
- 3. Medical / Dental / Device Sales
  - High upside if you interview well.
- 4. Staffing / Recruiting Sales
  - Very high earning potential.
- 5. Commercial Banking / Treasury Sales
  - Relationship-heavy and stable.

### Compensation Targets

If you moves correctly, you should not leave for a lateral move.

- *Minimum target*: +\$15k total compensation
- *Strong move*: +\$25k to \$40k
- *Stretch move*: Base + commission uncapped.

### **Phase 3: Apply Quietly Like a Professional (Weeks 3–12)**

#### Weekly rhythm

- Monday: 2 strategic applications
- Wednesday: 3 recruiter outreaches
- Friday: 1 networking conversation
- Sunday: Prepare for interviews

This beats spraying 50 resumes.

#### Exact Messaging to Recruiters

*Message:*

Hi [Name], I'm currently in a successful inside sales/account management role in manufacturing and quietly exploring growth opportunities in outside sales, account management, or leadership. I bring long-term client relationship success, cross-functional experience, and an MBA. I'd love to connect if you're working on relevant opportunities in North Alabama or Huntsville.

#### Interview Strategy: Tell the Right Story

*Do not say:*

- "I'm bored."
- "I need a change."
- "I'm underpaid."
- "My company doesn't promote."

*Say:*

- I've built a strong foundation in sales operations and client management, and I'm ready for a role where I can create more direct revenue impact, grow accounts, and continue advancing.
- This sounds ambitious, not negative.

## Hidden Strengths You Must Sell

*You are likely underestimating these:*

- Long tenure at Nucor Corporation
  - Signals grit, loyalty, professionalism.
- Manufacturing credibility
  - Many candidates lack industrial experience.
- Cross-functional operations fluency
  - You understand production + customers + shipping.
- Leadership training
  - Manager potential.
- MBA
  - Signals growth mindset.

## *Red Flag to Avoid*

Do not wait until frustration peaks. The best exits happen before burnout, while energy is high.

## Offer Negotiation Strategy

*Never accept first number immediately.*

- Say: I'm very interested. Based on my experience and the value I can bring, is there flexibility in the base compensation or total package?
- Simple. Professional. Effective.

## How to Leave Gracefully

When you accept:

- Give proper notice
  - 2 weeks minimum (possibly more if senior relationships matter)
- Thank leadership sincerely
  - No venting. No score-settling.
- Preserve network
  - North Alabama is smaller than people think.

## My Strongest Advice

Do not “ask permission” to grow. You should prepare quietly and move when the right opportunity appears.

## 30 TARGET EMPLOYERS LIKELY TO VALUE YOU

### A. Huntsville / Defense / Technical Sales

1. Boeing
2. Lockheed Martin
3. Northrop Grumman

4. Leidos
5. SAIC
6. Dynetics
7. Hexagon

Why? Business development, account management, vendor relations.

B. Manufacturing / Industrial Sales

8. Nucor Corporation **competitors/suppliers**
9. Toyota Motor Manufacturing Alabama
10. Mazda Toyota Manufacturing
11. GE Appliances
12. 3M
13. Daikin
14. John Deere
15. Huntsville Coca-Cola Bottling

Why? Strong fit with operations, client, and manufacturing language.

C. Construction / Commercial Materials Sales

16. Vulcan Materials Company
17. Martin Marietta
18. ABC Supply
19. White Cap
20. Sherwin-Williams

Why? Outside sales and contractor relationship heavy.

D. Medical / Pharma / Devices

21. Stryker
22. Medtronic
23. Abbott
24. Pfizer

Why? Presentation skills and relationship selling.

E. Banking / Services / Staffing

25. Regions Bank
26. PNC Bank
27. ServisFirst Bank
28. Aerotek
29. Randstad
30. Insight Global

## **Highest Probability Targets**

### Immediate Strongest Fits:

1. Industrial distributors
2. Construction materials sales
3. Staffing sales
4. Commercial banking relationship roles
5. Manufacturing account management