

THE RUBBER GROUP

Regional Sales Executive — South Central

Texas · Oklahoma · Missouri · Kansas · Louisiana · Remote

Rubber Group · Diversified Plastics · Full Platform

THE OPPORTUNITY

The Rubber Group is building something rare in the specialty materials space: a unified commercial platform that gives one high-performing salesperson access to both TRG's premium rubber portfolio and our engineered plastics division (Diversified Plastics), broadening our reach across industrial markets. What truly sets us apart is our breadth of domestic manufacturing capability — we mold rubber and plastics, machine plastics, and cast urethane, all under one platform. Few if any competitors can offer that combination. It opens doors that a single-discipline supplier simply cannot. That means you are not selling one product into one vertical — you are bringing a uniquely versatile solution set to the full breadth of industrial manufacturing.

We are looking for a hunter/builder. Someone who wakes up thinking about the next customer. If you are disciplined, strategic, technically curious, and have a track record of building a book of business from scratch, this role was written for you.

WHAT YOU WILL DO

- Aggressively develop new customers across the South-Central territory — Texas, Oklahoma, Missouri, Kansas, and Louisiana
- Sell the full platform: both TRG Rubber Solutions and Diversified Plastics Products, depending on the customer's needs
- Grow a portfolio of underserved existing accounts during your ramp period while simultaneously hunting new opportunities
- Follow a structured, disciplined sales process — qualification, solution positioning, follow-through, and close
- Collaborate with internal technical and operations teams to deliver solutions that stick
- Track activity and pipeline rigorously — this is not a shotgun role

WHO YOU ARE

- A true hunter — Proven ability to build business from scratch
- Technically grounded — you learn complex products quickly and can speak credibly to engineers and buyers alike.
- Process-driven — you follow a system, manage your pipeline, and close with discipline
- Collaborative — you know when to bring in support and how to work well across an organization
- Background in technical sales required; rubber, or plastics experience preferred
- Experience level is flexible — the right attitude and track record matter more than years on a resume

TERRITORY & STRUCTURE

- South Central US: Texas, Oklahoma, Missouri, Kansas, Louisiana
- Fully remote — work from your home base, travel your territory
- Broad industrial customer base: OEM, Distribution, in targeted verticals
- Selling across the full platform — both The Rubber Group and Diversified Plastics offerings

COMPENSATION & EARNINGS

We built this plan to reward hunters — with a protected foundation to start and significant upside as your book grows. A multifaceted plan including a guaranteed base and variable aspects designed to incentivize growth while developing new business.

- Guaranteed ramp-up compensation during your first year so you can invest in building your pipeline without financial pressure
- Performance bonuses tied to new business wins throughout the ramp period
- A rep at goal in Year 2 can earn \$200,000 — with additional upside for overperformance
- Earnings are directly tied to the revenue and margin you drive — the more you build, the more you earn

WHY THE RUBBER GROUP

- Sell a differentiated, technical product portfolio — not a commodity
- Access to both rubber and plastic offerings mean more customer conversations and more ways to win.
- We are a growing company investing in its commercial infrastructure.
- Real, uncapped earning potential for the right performer
- A team that values process, collaboration, and results

Ready to build something? Apply today.

**Send your resume to:
Attn: Tammy Thibault
Human Resources Mgr.
tthibault@rubber-group.com**

The Rubber Group is an equal opportunity employer.