



POSITION DESCRIPTION

Role Title: Regional Credit Manager
Team/Function: Credit
Reports to: Director, Credit
Location: Orlando, Florida and Atlanta GA

PURPOSE

The Regional Credit Manager is responsible for their defined region as it relates to credit, collection, communication, and staff needs. This includes identifying/supporting/leading process improvements, partnering with Regional Vice Presidents on key credit and collection initiatives, collaborating across work groups, hiring, training and developing team members, developing strategies that ensures team metrics are achieved and other manager/leadership duties as assigned.

CONTEXT



KEY RESPONSIBILITIES

- LEADERSHIP**
- Lead and direct activities for 3-4 team members
 - Interview, hire, and onboard new team members
 - Collaborate across work groups to achieve the best outcome
 - Foster and model a culture of learning that empowers self and team members growth and development



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- Maintain a team culture that understands and lives the Reece values

OPERATIONS

- Leads and directs team member activities
- Performs analysis on GC's/owners, sureties, and other pertinent parties for new jobs
- Approves unsecured shop limits within assigned authority
- Approves job limits within assigned authority
- Performs analysis and interprets information received from corporate financial statements, D&B, NACM and other credit services to establish unsecured and secured credit extension within levels of authority
- Ensures all team members are aware, trained on and consistently following department SOPs
- Manages team members daily duties, attendance, performance
- Performs monthly AR reviews for team members and provides guidance for next steps
- Intercedes in difficult credit/collection situations and addresses escalated customer issues as required
- Delivers monthly/quarterly and annual metrics, goals and initiatives
- Protects collectability of AR by ensuring all lien/bond filing and notices are done timely
- Initiates legal and third-party collection activity, when necessary, builds relationships with attorneys, budgets and approves all associated expenses
- Recommends bad debt write offs, reserves
- Communicates changes in process to all appropriate field sales levels, gathering input as needed
- Leads monthly AR calls with Regional Vice President and General Managers
- Visits customers and branches which will include travel
- Performs other duties as assigned

KEY CAPABILITIES

- Strong customer service mindset and approach
- Excellent verbal and written communication skills and persuasion and negotiation skills
- Strong analytical capability and data-driven mindset
- Demonstrated ability to build and maintain an engaged, high performing team including successfully developing team members.
- Strong relationship-oriented approach with demonstrated ability to develop and maintain both internal and external customer relationships
- Creative and dedicated to continuous improvement with the ability to identify opportunities to improve efficiency, build and execute action plans, and reinforce positive behaviors that lead to positive outcomes and results
- Ability to work collaborative with other Regional Credit Managers, sales and other departments
- Works with a sense of urgency balanced with an analytical and thoughtful approach
- Detail oriented
- High degree of organizational skills



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MINIMUM QUALIFICATIONS

- Bachelor's degree or equivalent
- 5+ years previous experience leading a Credit team
- Experience in construction (liens/bonds)
- Excellent communication (written and verbal) and organizational skills
- Demonstrated ability to build and maintain an engaged, performing team
- Demonstrated ability to partner with sales team to reach desired results
- Word, Excel, Power Point

PREFERRED QUALIFICATIONS

- Experience in distribution and/or construction, preferably waterworks
- Bilingual (Spanish speaking)
- Experience with Mincron and GetPaid a plus



POSITION DESCRIPTION

OUR PURPOSE AND VALUES GUIDE EVERYONE IN HOW TO BEHAVE AND WORK TOGETHER

/ THE REECE WAY



Our Purpose

To improve the lives of our customers and our people by striving for greatness every day.

Our Values

<p>Create customers for life </p>	<p>Discover your best </p>
<p>Grow as a team </p>	<p>Innovate big and small </p>
<p>Try. Try. Try. </p>	<p>Own it </p>
<p>Keep it simple </p>	<p>Do the right thing </p>
<p>Be humble </p>	<p>Write the next chapter </p>