



Positions Available
(Please Select one)

Sales & Marketing Manager

Project Manager

Department:

About Us:

L.O.T.'s mission is to bring efficient and renewable energy solutions that will help our customers and our Planet. We believe that we have a part to play in making this world a better place and so our vision is for a more sustainable planet.

Our Values:

- Excellent services
- Innovation - Smart Lighting and Renewable Energy
- Positive change starts with ourselves

Your mission:

The LED market is currently in the boom stage all around the world. Your role is to help us develop and execute winning strategies to drive and ensure optimal sales volume by creating marketing and sales campaigns.

Working closely with the marketing and sales teams you will develop winning strategies for optimum sales growth in the relevant hot areas associated with our industry. Using key data to agree marketing initiatives and activities to ensure the Lighting of Tomorrow's brand is at the forefront of our targeted customers.

Ensuring on-going forecasts and plans are made to deliver budgeted expectations and to effectively and timeously evaluate risks and identify opportunities.

Should you choose to accept it:

I have read and understood my responsibilities as outlined in this job description. I agree to perform to the best of my ability at all times during my employment with Lighting of Tomorrow.

I also confirm that I am qualified as per the "We can't live without" list in this job description.

Name of employee:

Signature of employee:

Date:



Responsibilities

- Work together with the sales and marketing team to establish process and control over our current clients
- Deliver strategic and business performance updates with accurate forecasts to the executive team in weekly trade sessions and monthly performance reviews
- Work closely within the reporting lines to assist in producing accurate sales and marketing budgets
- Ensure that all targets, forecasts and goals set across all key related areas are met, with a hands on approach
- Identify opportunities in each local market to drive sales growth
- Assisting in the creation, initiation and drive of all marketing strategies and initiatives
- Maintain a highly charged and motivated team spirit throughout the team
- Establish standards, Thou Shalt ways of working and process for sales and marketing teams
- Ensure all employees understand and are inspired to work towards the company's vision to become an efficient and renewable energy provider
- Ensure all employees understand and are engaged by what makes the Company special and are able to articulate this clearly to clients
- Ensure all sales and marketing personnel receive the appropriate communication to ensure they are fully aware of what's needed to do a great job and are able to be the best they can be at work

What we're looking for

- The finest ambassador of Lighting of Tomorrow at all times
- A great communicator and a brilliant representative of the sales and marketing department
- A tenacious leader with a persuasive style
- Commercially astute
- Adept in high pressure situations
- Comfortable with the occasional chaos that comes with working with a highly ambitious start up that wants to change the world
- Operationally aware – understands the end to end process for delivering high value services and products
- Continually looks for ways to improve the quality of our services and the efficiency of the company
- A challenger of the norm with a desire to make a real difference in the work they do

What we can't live without...

- A creative individual who has expert computer knowledge
- Good knowledge of sales and marketing management methodologies
- A solid understanding of good HR practice
- Excellent work ethic

What we'd love you to have...

- Understanding of renewable/efficient energy sector
- Industry experience with sales and marketing systems knowledge
- An interest renewable/efficient energy
- Full understanding of the LED lighting industry



All Together Now

- Achieving our vision of being an innovative energy efficient/renewable product & service provider can't be achieved without us all pulling together and working as one team. This is our way of saying that sales and marketing is a team that sometimes will be asked get involved with work outside of your written job description.
- At L.O.T. we take seriously our responsibility to carry out our business activities in a way which is sustainable, enabling us to meet our business objectives while helping our planet. We encourage every employee to do their bit by:
 - Taking responsibility for the efficient use of resources in their daily work activities, in order to reduce and/or eliminate unnecessary usage as much as possible without adversely affecting the business.
 - Supporting and implementing any L.O.T. approved initiatives regarding sustainability, energy management, charitable fundraising, positive people practices etc.

Mission Accomplished!

(What success in this role will be measured on)

"The What"

- Volume in new clients and sales
- The amount of measurable sales brought on by marketing campaigns
- Incremental client growth through new business
- A well run and well communicated sales strategy to support our sale goals
- A set of tools and processes that ensure selling is set for success

"The How"

- Keeping current with technologies and products so that L.O.T. sales and marketing team is always current
- Leading the implementation and communication of tools and process
- Being an active and visible member of the sales and marketing leadership team



APPLICATION FOR EMPLOYMENT

INSTRUCTIONS

1. Type or print in ink.
2. Answer all questions completely.
3. Email to info@lightingoftomorrow.com

PERSONAL INFORMATION

Last Name		First Name	Middle Initial	Date
Other names by which you have been known (for date verification and reference checking purposes)			Social Security Number	Date of Birth
Home Phone	Business Phone		E-mail Address	
Permanent Address		City	State	ZIP Code
Previous Address (If at current address less than 10 years)				Driver's License Number/State

If you are not a citizen of the United States, are you eligible to work in the U.S. and would you be able to provide the necessary documents of proof of legal right to work upon hire? Yes No

Are you under 18 years of age? Yes No If you are under 18 and still in high school, you may be required to provide a work permit upon hire.

Instructions for answering the following question regarding your criminal record history:

- A. All applicants: Do not respond "yes" concerning the following arrests or detentions that did not result in conviction; referrals to, and participation in, any pretrial or post-trial diversion program; marijuana-related convictions more than two years old; convictions for which the record has been judicially ordered sealed, expunged, or statutorily eradicated; convictions that occurred more than ten (10) years ago; misdemeanor convictions for which probation has been successfully completed or otherwise discharged and the case has been judicially dismissed; and first convictions for misdemeanors of drunkenness, simple assault, speeding, minor traffic violations, or disturbances of the peace or misdemeanor convictions where five (5) or more years have elapsed between the application date and the date of conviction or completion of incarceration, whichever is later.

Have you ever been convicted of a crime? Yes No

If YES, what was (were) the offense(s)?

Date(s) and place(s) of conviction. A CONVICTION RECORD WILL NOT NECESSARILY BE A BAR TO EMPLOYMENT. Factors such as age at the time of the offense, type of offense and relevance to the job for which you are applying, seriousness and nature of the offense, and rehabilitation will be taken into account.

EMPLOYMENT DESIRED

Position Desired	Date Available	\$ Salary Desired
Are You Currently Employed? Yes <input type="checkbox"/> No <input type="checkbox"/>	If so, may we inquire of Your Present Employer? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Ever applied to this company before? <input type="checkbox"/> Yes <input type="checkbox"/> No	When?	What position did you hold?

Education and Training	Name & Location	Year Completed (circle one)	Graduated (check one)	Degree(s) Received
High School		1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
College		1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Trade, Business or Correspondence School		1 2 3 4	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Licensure, Registration, Certification Examples: Driver License, Teacher Certification, RN, LPN, PE, CPA, etc.

LICENSE, REGISTRATION, CERTIFICATION	NUMBER	DATE RECEIVED	EXPIRATION DATE	STATE LICENSING AGENCY

GENERAL
Knowledge/Skills/Abilities: (List skills relevant to job-computer skills, fluency in language, etc.)
Subjects of Special Study or Research Work:
Activities: (Civic, Athletic, etc.)

FORMER EMPLOYERS: List below your last four employers starting with the last one first.				
Date Month and Year	Name and Address of Employer	Salary (upon leaving)	Position	Reason for Leaving
From To		\$		
From To		\$		
From To		\$		
From To		\$		

REFERENCES: List below three not related to you, whom have known you at least one year.			
Name	Address	Position	Year Acquainted
1.			
2.			
3.			

If you are to be hired by the company, you will be required to attest to your identity and employment eligibility, and to present documents confirming your identity and employment eligibility. You cannot be hired if you cannot comply with these requirements.

AUTHORIZATION

I certify that the statements made by me on this application are true and complete to the best of my knowledge. I understand that if I knowingly make any misstatement of fact, I am subject to disqualification and dismissal and to such other penalties as may be prescribed by law or personnel regulations. All statements made on this application, including employment information, are subject to verification as a condition of employment.

I understand that any employment is conditioned on a background check. I authorized the Company to thoroughly investigate all statements contained in my application or resume, and I authorize my former employers and references to disclose information regarding my former employment, character and general reputation to the Company, without giving me prior notice of such disclosure. In addition, I release the Company, any former employers and all references listed above from any and all claims, demands, or liabilities arising out of or related to such investigation or disclosure.

I understand and agree that nothing contained in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be "At Will" and without fixed term, and may be terminated at any time, with or without cause and without prior notice, at the option of either myself or Lighting of Tomorrow, llc. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon Lighting of Tomorrow, llc. unless made in writing.

If I am offered employment I agree to submit to a medical examination and drug test before starting work. If employed, I also agree to submit to a medical examination or drug test at any time deemed appropriate Lighting of Tomorrow, llc. and as permitted by law. I consent to such examinations and tests, and I request that the examining doctor disclose to Lighting of Tomorrow, Inc the results of the examination, which results shall remain confidential and segregated from my personnel life. I understand that my employment or continued employment, to the extent permitted by law, is contingent upon satisfactory medical examinations and drug test, and if I am hired a condition of my employment will be that I abide by the Company's Drug and Alcohol Policy. I understand that filling out this form does not indicate there is a position open and does not obligate the Company to hire. If hired, I agree to abide by all Company work rules and regulations, policies and procedures. Lighting of Tomorrow ,llc retains the right to revise its policies or procedures, in whole or in part, at any time.

Signature

Date

DISCLOSURE AND AUTHORIZATION FOR BACKGROUND INVESTIGATION

I hereby authorize Lighting of Tomorrow, Ilc. ("*Company*") and/or any entity directed by *Company* to obtain an investigative consumer report and/or consumer credit report for employment purposes, including in connection with my application for employment. An "investigative consumer report" includes any information as to your character, general reputation, personal characteristics, or mode of living. A "consumer credit report" includes any information regarding your credit worthiness, credit standing, credit capacity. The specific nature and scope of the investigative consumer report *Company* is seeking includes inquiries regarding educational background; work history; personal financial status and credit history; court records, including criminal conviction record, as permitted by law; driving history; verifications of Social Security number; and references obtained from professional and personal associates. I further understand and agree that an investigative consumer report and/or consumer credit report may be obtained at any time, and any number of times, as *Company* in its sole discretion determines is necessary before, during or after my employment.

I hereby authorize all previous employers, educational institutions, consumer reporting agencies and other persons or entities having information about me to provide such information to *Company* or other entity that obtains information for the *Company*. I further fully release *Company*, its employees, officers, directors, agents, successors and assigns, and all other parties involved in this background investigation, including but not limited to investigators, credit agencies and those companies or individuals who provide information to *Company* concerning me, from any claims or actions for any liability whatsoever related to the process or results of the background investigation.

I understand that an offer of employment is contingent upon the outcome of my background check, and that this Disclosure and Authorization is not an offer for employment by *Company* or a contract for employment with *Company*. I further understand *Company* operates under an **AT-WILL Employment Policy and this Authorization does not alter or affect that policy in any manner whatsoever.**

(Applicant's Signature)

Date

(Print Name)