



Regional Sales Manager - USA

Ionbond is seeking a Regional Sales Manager to lead commercial growth across the U.S. region. In this high-impact role, you will shape sales strategy, mentor a team of Sales Managers, and drive expansion in key market segments. If you thrive at the intersection of technology, customer engagement, and strategic leadership, this role offers the opportunity to influence the future of our U.S. business.

You will work closely with the General Manager, Global Segment Managers, Operations, and Marketing to evaluate new opportunities, accelerate onboarding of technical applications, and strengthen Ionbond's presence in the marketplace. A background in PVD/CVD coatings or industrial manufacturing is strongly preferred. This position will be based within the USA, office location to be determined. If you're ready to lead a high-performing team and help shape the future of Ionbond's U.S. commercial strategy, we'd love to hear from you.

Ionbond – The Surface Engineers™

Ionbond provides advanced coating solutions for applications in the aerospace, medical, food contact, automotive, decorative, tooling and fuel cells industries. We offer a broad range of hard, low-friction, wear-resistant coatings based on PVD, PACVD and CVD technologies. With over 30 job coating centers in 14 countries in Europe, North America and Asia, Ionbond has one of the largest coating networks in the world. Ionbond is part of renowned Japanese industrial consortium IHI Group.

What defines this job?

- **Strategic Leadership** – Leading the regional sales strategy and growth initiatives including alignment with annual budget, target growth segments, and plant capabilities.
- **Sales Team Management** - Lead and mentor Sales Managers across the U.S. region, conducting regular pipeline reviews, customer visit planning and performance coaching; ensure consistent use of CRM tools and reporting standards.
- **Technical & Operational Collaboration** - Evaluate opportunities for technical and commercial feasibility, partnering with Global Segment Managers and work with Operations and Engineering to ensure customer requirements align with plant capabilities and quality standards.
- **Marketing & Brand Development** - Collaborate with Marketing to generate technical content for social media and customer education, coordination of trade shows, conferences, and industry events, and support marketing content, trade shows, and customer engagement.
- **Customer Engagement** - Build strong relationships with key accounts and industry partners. Resolve escalated customer issues in partnership with Operations and Quality.
- Other duties as apparent or assigned.

What do we ask?

Bachelor's degree in Engineering, Business, Materials Science, or related field. 7+ years of experience in industrial sales, coatings, surface engineering, or advanced manufacturing. 3+ years of leadership experience managing sales teams. Strong understanding of thin film coatings, surface treatments, or precision manufacturing. Excellent communication, negotiation, and relationship-building skills. Ability to travel up to 50%. Ability to pass a physical screening, background check including clean driving record and authorized to work in the U.S. without sponsorship.

Interested in this job?

Please upload your resume and optional cover letter to the following site: <https://www.indeed.com/cmp/Ihi-Ionbond-Inc.-1>

For our Privacy Policy for Job Applicants please click [here](#).

ionbond.com

What do we offer?

Unleashing potential is at the core of our approach. We provide a dynamic environment that opens doors to both international and local growth opportunities, helping you reach your full potential. Here's what you can expect from being part of our team:

- Diverse work environment where we embrace teamwork and innovation
- Competitive compensation package, salary based on experience and educational credentials
- Medical, Dental, & Vision benefits with affordable premiums and annual deductibles
- Flexible spending accounts (medical and dependent care)
- Life insurance
- Short-term & long-term disability
- Employee assistance program
- Generous Paid Time Off
- Tuition Reimbursement
- 401k Safe Harbor Retirement Plan plus company match
- Car allowance
- Bonus plan eligibility

IHI GROUP