Industrial Sales Manager Hiring Checklist

10 questions to answer before starting your search in Mexico.

01	Is the primary mandate market development, account growth or team leadership?	☐
02	What must the Sales Manager accomplish in the first 12 months?	☐
03	Which technical and industry capabilities are genuinely essential?	☐
04	What existing customers, distributors and commercial resources are available?	☐
05	Which decisions can the Sales Manager make independently?	☐
06	Where are relevant candidates likely to have developed comparable experience?	☐
07	What evidence will demonstrate new-business development and commercial execution?	☐
08	Is the compensation structure aligned with the sales cycle and responsibilities?	☐
09	What technical, operational and headquarters support will be available?	☐
10	How will performance and integration be assessed during the first 90 days?	☐

> “A better sales hire begins with a clearer commercial mandate — not a longer list of candidate requirements.”