



Director of Sales (Full-Time, Exempt)

Department: Sales - LDI Medical

Reports to: President, LDI Solutions

Location: United States (national; regular travel required)

Hours: Full-Time, Monday-Friday

About LDI Solutions & LDI Medical

LDI Medical, part of the LDI Solutions family of companies, is dedicated to safeguarding the gift of Tissue Donation and equipping the teams that carry out tissue recovery, donor restoration, and donor transportation. We partner directly with in-field teams to provide AATB and FDA CGTP-compliant tissue recovery supplies that improve efficiency, reduce contamination risk, protect donor dignity, and reduce staff fatigue.

Across LDI Solutions, we design, engineer, and deliver thoughtful, sustainable solutions that hold up, stand out, and protect human health and well-being in ways that truly matter. We support mission-driven teams in critical, high-stakes environments with products built to remove friction, enhance safety, and create meaningful operational advantages.

Driven by proactive innovation and a commitment to doing things the right way, we build relationships on clarity, reliability, and follow-through. Our customers trust us because we help make their work faster, safer, and easier - every single day.

Position Summary

The Director of Sales will own and grow customer relationships across the tissue donation and recovery ecosystem. This is a **player-first role**. The Director of Sales will sell personally, travel regularly, and serve as the primary face of LDI Medical to key customers.

This role is responsible for stabilizing the sales organization, driving consistent selling activity, capturing voice-of-customer insight, and helping shape future products and go-to-market strategy. Success in this role requires the ability to build deep field relationships, understand the operational realities of tissue recovery teams, and execute with discipline, empathy, and accountability.

Key Responsibilities

Sales & Customer Ownership

- Personally own relationships with top tissue bank customers
- Conduct regular in-person visits and field engagement
- Drive trials, pilots, and follow-up through close
- Support both direct and distributor-led sales channels; enable customers to buy through their preferred method

Voice of the Customer

- Engage recovery teams, trainers, and field staff
- Capture insights that inform messaging and product development
- Serve as the internal advocate for customer needs

Process & Discipline

- Maintain accurate CRM documentation, follow-up hygiene, and pipeline management
- Contribute to forecasting and pipeline visibility
- Operate within LDI's operating system: metrics, accountability, iteration

Leadership (Over Time)

- Begin as a strong individual contributor
- Evolve into a player/coach as the team expands
- Support future coaching and development of medical sales reps

Success Metrics

90 Days

- Completed onboarding and training
- Outreach to top 10 customer accounts
- Field visits scheduled
- Consistent CRM usage and pipeline structure established

6 Months

- In-person customer visits completed
- New leads identified and actively managed
- Clear understanding of customer buying preferences

12 Months

- 10-15% revenue growth
- Stable, trusted customer relationships
- Active customer community contributing feedback and insight

Required Traits & Experience

- Proven medical or OR-based sales experience
- Comfortable selling personally and doing outbound
- Willing and able to travel regularly
- Strong relationship-building skills
- Disciplined with CRM usage, documentation, and follow-up
- Ability to thrive in evolving environments
- Alignment with LDI core values and operating system

Not a Fit If You...

- Prefer delegating instead of selling
- Avoid travel or field time
- Dislike documentation, metrics, or accountability
- Expect a fully built sales team on day one

Compensation & Benefits

Base Salary: \$80,000 - \$90,000 annually

Incentives: Commission override and growth bonuses

Benefits Include:

- 401(k)
- 401(k) matching
- Health insurance
- Dental insurance
- Disability insurance
- Life insurance
- Paid time off

Why Join LDI Medical

- Direct impact on a mission-driven industry with meaningful outcomes
- Work closely with customers whose work directly supports donor families and recipients
- Clear expectations, accountable culture, and strong leadership support
- Opportunity to shape the future of LDI Medical's product strategy and sales team
- High-visibility role with room to grow as the organization expands

How to Apply

Please submit your resume and a brief introduction to klevitt@ldisolutions.com