

SALES DIRECTOR

JOB TITLE: Sales Director

LOCATION: San Diego, CA; On-Site; Full Time

We are looking for a results-driven and ambitious sales leader to make a significant impact on our journey to new heights. As the Sales Director, you will play a pivotal role in driving revenue growth, fostering strategic partnerships, and shaping the future of our organization. Join us at the forefront of innovation, collaborate with a dynamic team of sales professionals, and immerse yourself in an environment where your skills and expertise will not only be valued but also instrumental in our collective success as the leader of this growth! This is more than a career move; it's an invitation to be part of something extraordinary. Embrace the challenge and let's redefine success together!

ROLES AND RESPONSIBILITIES:

- **National Sales Team Leadership:** Lead and build a high-performing sales team from the ground up, nationally, expanding to a substantial workforce. Utilize your extensive SaaS sales experience to enhance the national footprint.
- **Sales Process Optimization:** Implement and refine end-to-end sales processes, utilizing a hands-on and scientific approach to building a diverse pipeline. Execute strategic account plans to drive success and foster long-term partnerships.
- **Client Advocacy & Communication:** Act as a dedicated advocate for clients within our organization, ensuring seamless communication, effective resolution of issues, and a professional approach to understanding clients' evolving needs.
- **Sales Training & Mentorship:** Provide formal training on sales processes, leveraging your expertise to mentor and guide the team. Utilize your relationships and experience with sales across industries.
- **Strategic Thinker:** Develop and implement strategic plans to maximize the impact of our Child Care solutions, aligning seamlessly with clients' goals and contributing to the well-being of working families.

EXPERIENCE:

- **4+ years of HANDS-ON experience in B2B sales, preferably in benefit sales, healthcare, and/or SaaS**
- **Success in bringing experienced professionals to join the team**, fostering a collaborative and high-performing sales environment **leading a team of at least 5 sales professionals** across a large/national footprint
- Proven track record of achieving and exceeding sales targets.
- Successful engagement with employers, executives, CFOs, and key decision-makers in a B2B context.
- A leadership style that values autonomy and avoids micromanagement, enabling team members to excel independently.

- Previous experience or familiarity with the Child Care industry is a plus

REQUIRED SKILLS:

- **Proven leadership experience in B2B SaaS sales, specifically within the Benefits domain.**
- **Extensive relationships and experience with SaaS, benefit sales, and healthcare a must**
- Hands-on approach with a scientific mindset to building a pipeline. Formal training on sales processes, such as Miller Hyman training, is advantageous.
- Ability to get on the phone and close sales when necessary. Strong strategic thinking capacity and the ability to identify and capitalize on opportunities for sales progression.
- Demonstrated progression in roles, preferably leading sales teams.
- Familiarity with Salesforce or similar CRM tools, preferably with experience tailoring CRM systems to Child Care sales needs.

BENEFITS:

- **\$125K-\$150K Base Salary DOE**
 - **\$300K OTE with UNCAPPED earning potential** based on growth and success of sales team
 - Bonus, Overwrites, Stock Compensation and *residuals from sales team*
 - (Full compensation package to be discussed on per person basis)
- Child Care
- Medical, Vision, & Dental package
- Unlimited PTO **after 120-day cycle**
- 11 Holidays AND Birthday
- 401K plan
- Equity/Options

Important Details

Our client is committed to creating an environment where employees thrive. It's why they provide every employee with unlimited PTO as of your 120th day of employment, private health insurance, and a 401K plan and of course, Child Care as a Benefit 😊. They also offer a laxed office environment, catered lunches in the office from time to time and fuzzi ball and ping pong activities among others!

New employees will go through an intense 3 day new-hire bootcamp, which customizes the onboarding experience by role, provides new employees with invaluable hands-on training within their first few days at the company, and gives employees the chance to meet their new colleagues in-person.

Our client is an Equal Opportunity Employer, and they believe that every employee in the company brings a unique perspective that they can and should contribute in order to make an impact every day. We strive to be one team, one culture, and one family that builds trust through transparency. They do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, age, national origin, protected veteran status or disability status.



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