



Department: Sales

Reports to: Chief Commercial Officer

Contract: Permanent

Office Location: New Malden, Greater London

Working Arrangement: 4 days in the office

Salary: Competitive + attractive benefits package + competitive commission plan

Key Responsibilities:

Developing & Implementing the Sales Strategy

- Development of the sales strategy across direct sales, partnerships and resellers.
- Develops and maintains an up to date understanding and analysis of the competitive landscape, market trends and client needs to inform strategy, product and solution development.
- Delivers new business targets to drive revenue growth.
- Represents the sales voice with feedback to the Product Development, Marketing and Client Success teams in a measurable way.

Forecasting and Reporting

- Develops a reliable forecasting model for reporting.
- Forecasts sales activity and revenue to the Leadership team and effectively communicates achievements and challenges.

Hiring, Training and Coaching the Sales Team

- Builds talent capability focused on hiring the right person at the right time with the right skills and knowledge.
- Identifies and develops talent pipeline to fill critical roles and futureproof the team.
- Leads, motivates and inspires a high performing team who can clearly communicate the value of our products and solutions to clients.

Creating and Driving a High Performance Culture

- Monitors and analyses performance data to continually improve processes and conversion rates.
- Builds a culture of collaboration across go to market teams that reflects an incredible client experience from lead to customer.
- Ensures excellent sale leadership practices including performance coaching, pipeline management, realistic target setting, sales training and enablement.

Managing Client Relationships

- Nurtures and strengthens relationships with key clients and identifies new business opportunities.

Requirements & Experience:

Knowledge and Experience

- Essential to have been working in B2B sales for 8 years plus, ideally with knowledge of the talent assessment or HR tech industry.

Building and Leading a Sales Team

- Evidence of having built a sales team that was successful is essential. Having built a sales team from within an established business with established practices and habits would be desirable.
- Worked within a team which personally developed a solid understanding of how to run a partnerships/resellers arm of a sales team is essential. Having run a team with all elements, direct, reseller and partners, reporting into you would be highly desirable.
- Have led sales teams using a consultative approach and using a sales model i.e. MEDDIC.
- Have led sales teams operating under the SDR/AE structure with inbound and outbound channels.
- Hands on leadership style with an ability to shift between operating on the sales floor through to stepping back and assessing pitfalls, opportunities and strategy changes.
- You're a simplifier, you can take complexity and make it easy to understand and digest.

Technical Skills

- Knowledge of CRM software is essential, ideally Hubspot and familiarity with SaaS pricing models and sales forecasting experience.
- Able to use data analytics and insights to monitor effectiveness, make informed decisions and recommendations.

People Skills

- Skilled at working through periods of change and leading through the people challenges and pitfalls that come with it.
- Can define what great communication is and evidence how you deliver it.
- High levels of self-awareness, resilience and coachability are critical.

Apply Now

If you are interested in applying, please complete the form on the [website](#).

If you have any questions about this opportunity or the assessment process please contact us at careers@savilleassessment.com.

Applicants must have the right to live and work in the UK.