**Position Description:**

The Sales Manager is accountable for driving new sales and achieving Company sales goals. This position maintains and enhances a healthy sales culture which is of utmost importance. The primary focus of the Sales Manager is to lead our sales team while recruiting and developing new talent to complement and expand the team.  This position reports to the Co-Founder & CEO, CRO.

**RESPONSIBILITIES:**

Essential Functions

* Collaborates with the Co-Founder & CEO, CRO and is a peer on the management team to research, develop and implement winning strategies for high growth.
* Locates and recruits the best sales candidates in our industry through contacts with trade associations, vendors, recruiters, etc.
* Oversees strategic account planning, targeting and pipeline management.
* Holds the sales team accountable for results, their individual pipelines and activity levels.
* Manages internal sales reporting systems such as call reports, activity, projections, forecasts, pipeline reports, etc. for delivery to the rest of the management team.
* Manages continuous improvement and development of all sales team members through weekly coaching sessions, “ride-alongs,” post-call, debrief sessions and sales roundtable discussions. Works with the team to select outside expert resources (trainers, coaches, courses, books, blogs) to best equip the team to win.
* Performs quarterly evaluations with all sales team members.
* Collaborates with Marketing to select and evaluate the attendance and participation at industry trade shows/summits, events and conferences.
* Collects and shares product development information from prospects and clients through sales team members as well as personal client interactions.
* Gathers and catalogues competitor information and distributes to all DataServ audiences.
* Contributes to the DataServ content (i.e., BLOG posts, thought leadership, etc.) on a regular basis.
* Reviews and approves expenditures within the sales team (i.e. expense reports, credit card statements, etc.).

Competencies

* Communication
* Teamwork / Leadership
* Problem Solving / Results
* Trust / Ethical Practice
* Cultural Awareness / Values
* Relationship Management
* Consultation

**WORK ENVIRONMENT**

This job operates in a professional office environment. This role routinely uses standard office equipment such as computers, printers, telephones, photocopiers, and filing cabinets. As a Software-as-a-Service (SaaS) company, employee must be technically savvy with the ability to use the computer/keyboard to conduct business.

**PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is occasionally required to stand; walk; sit; use hands to finger, handle, or feel objects, tools or controls; reach with hands and arms; talk or hear. The employee must occasionally lift or move office products and supplies up to 30 pounds.

**POSITION TYPE/EXPECTED HOURS OF WORK**

This is a full-time, exempt position with days of work Monday through Friday and with hours scheduled around core hours of operation. Occasional evening and weekend work may be required as job duties demand.

**TRAVEL**

Up to 50% travel could be expected for this position.

**REQUIRED EDUCATION/EXPERIENCE**

* Bachelor’s in Business or related major, MBA preferred.
* 10+ years of sales management experience in technology with a record of success and a personal framework for leading a sales team.
* Minimum 5 years’ experience in a complex software services industry.
* Experience selling with heavy competition and diverse competitors.
* Experience selling complex (many uses), intangible, technical products with services.
* Enterprise SaaS competency.
* Understands and believes in prospecting as an effective method for a salesperson to self-generate leads and create opportunities.

**ADDITIONAL QUALIFICATIONS**

* Currently managing sales to mid-market companies and larger ($50MM-$2B)
* Must exhibit strong written, verbal and listening communication skills.
* Must exhibit high integrity, respect and ethics.
* Ability and desire to thrive in a team-oriented, fast-paced environment.
* Ability to hold sales team members accountable for activity levels and goals, not accepting excuses.
* Ability to coach/mentor/develop sales team members and set a good example.
* Ability to work effectively with management team peers.
* Ability to close deals for/with the sales team.

**AAP/EEO STATEMENT**

DataServ is an Equal Opportunity Employer/Vet/Disabled.

I have received a copy of this job description and reviewed the responsibilities of this position. I understand that if I have any questions about the duties or responsibilities of this position, I will speak to my Manager or Supervisor. Signing below constitutes my understanding of the requirements, essential functions and duties of the position.

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Employee Signature Date

**Please Note:** This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.