

## Sales and Client Success Lead

### Purpose of the Role

Support the growth and success of TalentPredix™ by driving sales and awareness, building B2B relationships and improving traction in the market with prospects and clients. In essence, you will take the lead for growing the sales pipeline and winning new business for the company.

### Measures of Success

- Achieving monthly sales and activity targets
- Generating new leads and effectively converting leads into sales
- Actionable ideas to increase sales and the quality of our pipeline
- Ensuring CRM records are updated and shared with the team

### Main Responsibilities

- Build a strong pipeline of qualified prospects through high-quality research and outreach.
- Research prospects using market data, research, and industry intelligence.
- Build and demonstrates advanced knowledge of our products and solutions and finds ways to ensure this appeal to prospects
- Connect with and engages prospects using multiple outreach channels, including LinkedIn, email, Zoom and phone to drive sales and awareness of our products and solutions.
- Make sales appointments with prospects and leads meetings in partnership with a director and/or consultant
- Respond to any inbound sales enquiries about our products and solutions.
- Update, maintain and report on prospect information in our Salesforce (CRM) database.
- Collaborate with Marketing and Directors to develop and implement new and improved sales strategies to exploit opportunities and ensure sales targets are met.
- Assist directors and/or consultants with drafting RFPs and sales pitches, ensuring these are delivered on time to prospects.

- Provide a sales update to the team every week.
- Adhere to all company policies and procedures

### Person Specification

- Experience in telesales, recruitment, or another outbound sales-related role
- Strong communication and presentation skills
- Confident, friendly, and empathic style
- Drive, focus and determination to achieve results
- Strong “learner mindset”; desire to learn and progress
- Excellent team player
- Self-motivated; ability to work independently without close supervision
- At their best in a dynamic, results-focused, and fast-paced start-up culture
- Potential and desire to grow into a BD/sales manager within 12-18 months
- Business or psychology degree preferred

### Contract Type

Full-Time Contact

### Working Hours

40 hours per week (core hours 8.30am - 5pm)

### Location

Hybrid - you will be required to be in London for meetings from time to time.

## Sales Bonus Scheme: 2023

### Sales Bonus Outline

Contract sales value	Payout (% of Gross Revenue)
Up to £10,000	5%
£10,000 - £25,000	6%
Above £25,000	7%

#### Example KPI

- 20-30 calls per day
- 100-200 leads per week
- 10-20 meetings a month
- 4-5 conversions / £30,000-£35,000 revenue to company acquired a month

#### T&Cs:

1. All sales revenue from sales activity directly attributable to the actions of the employee will count towards the total revenue figure achieved.
2. "Sales revenue" relates to any revenue arising from sales of TalentPredix™ profiles and all training and consulting solutions.
3. Detailed sales records must be maintained and provided via Salesforce showing the sales for each month for any bonus to be calculated.
4. Payments will be made in the month following the end of each month, subject to satisfactory performance against planned revenue targets.
5. All payments will be subject to tax at the applicable rate.
6. In the event of a partial month's performance, the bonus will be pro-rated for the number of full weeks worked. However, if the individual's services are terminated by the company for reasons of poor performance or inappropriate conduct, no commission will be payable.
7. Any revenue resulting from the collective actions of 2 or more members of the team will be divided equally among those contributing to the sales win. Team effort is strongly encouraged as it will help secure higher overall sales.

8. The bonus scheme may be changed from time to time at the company's discretion. The company will give at least one month's written notice of any such changes to the scheme.
9. The payout under the scheme is based on contract value and will be made in accordance with the table above.

### TalentPredix Company Background

We are an innovative and fast-growing psychological assessment and talent management business. Our mission is to apply the latest behavioural science to identify, develop and optimize exceptional talent while building thriving workplaces to accelerate business success.

### Our Purpose

Unleashing exceptional talent and thriving workplaces.

### Our Values

Our values are at the heart of everything we do. They help us deliver our purpose and build a thriving, high-performing team.

**Empower People:** Talented and empowered people are key to the success of any organization. By unleashing people's strengths and full potential, we can achieve thriving workplaces and careers.

**Boldly Innovate:** We take pride in being disruptors and innovators. We always apply the latest behavioural science and embrace learning, experimentation, creativity, and curiosity.

**Grow Stronger Together:** We believe in collaborating closely with each other, our clients, and our partners. We can leverage our diverse strengths to create something exceptional by working together.

**Deliver with Heart:** We aim to build strong relationships based on trust, candour, and empathy. While our solutions are science-based, we deliver them with heart, creating memorable experiences.