

## Director of Sales & Services

### JOB OVERVIEW

**Position Title:** Director of Sales & Services

**Reports To:** CEO

**Location:** Denver

**Department:** Sales & Services

**Workplace:** Hybrid

**Position Detail:** Full-time

**Hours per week:** 40 (5-day work week)

### COMPANY DESCRIPTION

Emergenetics International creates positive and productive working cultures in organizations around the world. We help individuals, teams and entire organizations become more collaborative and effective so that they can realize their full potential. We are guided by our values of Integrity, Quality, Sustainability and Family. We're an award-winning, growing organization with offices in the U.S., Singapore, and Dublin.

### JOB SUMMARY

The Director of Sales & Services will oversee the entirety of the organization's direct sales and ongoing revenue, driving the company's global revenue growth. This position entails proactive management of the sales team (nationally and internationally), providing strategic leadership to achieve sales targets, and ensuring accountability for the company's revenue performance across multiple channels.

Collaborating with executive leadership, the Director of Sales & Services will align sales objectives with business goals to consistently achieve revenue targets and support expansion into new markets. Additionally, this role will work closely with Strategic Partnerships, Marketing, Finance and Operations to accomplish the company's revenue goals.

### CORE JOB DUTIES

- Formulate and implement effective sales strategies to achieve company targets for both inbound and outbound sales.
- Oversee all direct sales opportunities (inbound and outbound), ongoing sales and international expansion of direct sales.
- Lead, coach, and mentor the sales team to ensure peak performance and attainment of individual and collective goals.
- Collaborate with marketing, services and operations teams to optimize strategies and results.
- Cultivate relationships with key clients, partners, and stakeholders to enhance business growth.
- Regularly assess and report on sales performance metrics and pipeline management.
- Work with Finance to set and manage the sales budget & forecast, including allocation of resources and managing costs.
- Identify and capitalize on market opportunities, including expansion into new regions or sectors.
- Ensure a high level of collaboration between sales and other departments to deliver an exceptional client experience.
- Create, role model and lead a culture of accountability for the sales team.

### **PREFERRED EXPERIENCE AND QUALIFICATIONS**

- Bachelor's degree in business or related field.
- Minimum of 7-10 years of experience in a senior sales leadership role,
- Strong leadership and people management skills with the ability to listen, inspire and motivate a team.
- Excellent strategic planning, communication, and negotiation skills.
- Strong proficiency in CRM systems and sales performance platforms (Hubspot or similar).
- Strong analytical skills with a focus on commercial analytics (including market trends and competitor activity to adapt sales strategies accordingly), performance data and metrics.
- Ability to travel domestically and internationally as needed.
- Experience in a similar field or consultancy dealing with people development would be a definite bonus

### **PROVEN TRACK RECORD IN**

- Creating and implementing a comprehensive outbound sales strategy aligned with overall company goals, including target market identification across a variety of sectors, lead generation tactics, and sales process optimization for such.
- Bringing a company of similar size and annual revenue to its next tier of growth.
- Driving national and international sales with a proven track record of revenue success.
- Managing diverse, cross-cultural sales teams and scaling its size in alignment with strategic growth plans.

### **WHAT WE OFFER**

- Salary Range \$90,000- \$150,000
- Bonus plan
- 401K with match
- Health benefits (health, vision and dental)
- Short-term and long-term disability insurance