

Account Executive

Be part of a winning team

This is a great opportunity to make your mark in a fast-growing people-focused tech company and our rapid expansion plans in the United States. We lead the way in developing award-winning People Operations, Learning and Talent Management solutions for global brands including Aston Martin, Nestle, McDonald's, Morrisons, Barclays and many many more...

We need ambitious self-driven individuals to join our winning team as a n SMB Account Executive and support the next stage of our growth in the UK. In return we offer the opportunity to develop sales and beyond with a high-growth, Sunday Times Tech Track 'ones to watch' company.

The People

We are in hyper-growth phase with an ambitious strategy to take us from 200 to 500+ employees in the next few years, opening up the opportunity for you to achieve your career goals. With the best talent and the best solutions in our industry, it is the value we deliver to customers that continues to set us apart. But don't just take our word for it - we have over 40 industry awards under our belt in recognition of the innovation, creativity and value we deliver.

While everybody is different at Kallidus, we share a passion for working together in a close-knit team and in partnership with our customers to achieve success. We help our people build their careers and reach their potential in a supportive and fun environment. We are extremely proud that key members of our sales team including our UK Sales Managers, Head of Sales Development and Sales Director have grown with our company, having started their careers at Kallidus – take a look at our Glassdoor or the numerous internal promotions of graduates (over 40) you can see on LinkedIn.

People are at the heart of everything we do and our amazing new offices in Bristol where you will join us (as well as remotely), are not only a great place to work, but a place to build careers and lasting friendships. We invite you to come and find out for yourself.

The Perks

Our comprehensive benefits package reflects the importance we place on employee wellbeing:

- Private healthcare with Vitality Health
- Performance incentives, including ski trips, spa days and fine dining!
- Perkbox – including cinema tickets, coffees, discounts and hundreds of freebies
- Free onsite gym at our Bristol Office
- Cycle to work scheme
- Pension
- 25 days paid holiday + bank holidays + birthdays
- Regular team socials are part of the great part of the culture we have here
- Flexible working from home

- Free healthy snacks, an amazing coffee machine and a great little café in our new, vibrant offices in Bristol

The Role:

During the first 3 months, you'll:

- Join our Sales Academy, where you will learn our solutions and the skills necessary to set you up for success – this will be mostly during our normal office hours of 8am to 6pm (Flexi-time).
- Begin 1:1's with your manager and start to set your objectives and develop an action plan
- Become a product expert and feel comfortable demoing and closing your first deals
- Start to pick up the marketing and business development generated leads , using your Sales capability to take prospects through a customer centric, value -focused journey to close

Within 6 months, you'll:

- Consistently achieve your Key Performance Indicators (KPIs) and focus on your development
- Have a strong understanding of Kallidus and feel confident talking about our solutions and industry
- Be focusing on upskilling and continuous development through coaching, training and mentorship

Within 12 months, you'll:

- Become a trusted business-advisor and Kallidus expert, making a significant impact to our Sales Strategy
- Be considered a top-performing Account Executive in the team by consistently achieving your Sales Target, while supporting BDE development

What we're looking for:

- A result-orientated, motivated and strategic 'hunter' who is dedicated to generating new business sales with new logo customers
- You must be able to forecast sales activity and revenue achievement accurately, whilst ensuring we deliver an industry-leading customer experience, creating satisfied and referenceable customers
- To succeed you must continue to develop your understanding of best practice SaaS sales as well as a developing your understanding of HCM and eLearning trends, the competitive landscape and most importantly the changing customer needs
- An ethically minded and professional individual who wants to use best practice email, phone, and LinkedIn techniques to achieve his or her targets . We know that the top performing AE's aren't afraid to roll their sleeves up and generate some of their own pipeline with competitors, partners, parents companies and suppliers

The Skill Set

- A commercially minded, resilient and persistent person
- Someone who is focused on personal and continuous development with a growth mindset

- Bachelor's degree preferred
- 2+ years of proven hunting & closing experience in a SaaS environment with target attainment to prove this
- Experience establishing strategic C-level relationships
- Ability to run a full sales lifecycle, start to finish, within the mid-market segment
- Experience executing detailed product presentations and web demonstrations of our software capabilities to C-level executives, directors, and managers
- Collaborative mentality by prioritising 'we' and not focusing on 'me'
- Superb listening skills; you must understand objections and defeat them by turning sceptics into ecstatic new customers
- High level of empathy - it's important for our AE's to be a good person to peers and prospects
- Experience hunting in greenfield environments
- Consistent overachievement of quota and revenue goals
- Proven ability to make strong connections and overcome rejection to achieve results
- Demonstrated ability to conduct compelling on-site presentations and product demonstrations to C-Level executives

Desirable but not essential skills

- Knowledge and application of qualification methodologies such as MEDDIC
- Understanding and application of discovery methodologies such as SPIN
- Previous experience and application of solution selling
- Use of Salesforce, Salesloft, Vidyard and LinkedIn Sales Navigator

Application Process

Successful candidates will be involved in the following process:

- An initial telephone interview
- McQuaig personality and mental agility testing
- Presentation task and face-to-face Competency Based interview
- Meet the team
- Job offer for successful candidates