



Head of Sales Operations

The Head of North American Sales Operations directs Screening Eagle Technology's (SET) investments in sales force effectiveness and manages functions essential to sales force productivity. These include planning, reporting, quota setting and management, sales process and playbook optimization, sales training, sales program implementation, sales compensation design and administration, market segmenting and targeting, recruiting and evaluation of sales talent.

This position is responsible for the productivity and effectiveness of the sales organization. Reporting to the regional sales leader, the person has close working relationships with internal and external stakeholders to ensure the sales organization's efficient operation and success.

The successful candidate will have a mastery of operational, reporting and sales enablement platforms which will be leveraged on all aspects of driving efficiency into the sales organization and may be called upon to support additional data focused projects.

Responsibilities

- Responsible to manage sales operations and drive operational excellence.
- Manages sales forecasting, planning, and budgeting processes and designs and implements reporting data to make business decision.
- Facilitates successful implementation of IT tools and new programs through the sales organization by ensuring a well-defined, efficient sales process is in place for launch.
- Establishes high levels of quality, accuracy, and process consistency in planning, forecasting, and budgeting approaches used by the sales organization.
- Ensures planning, forecasting and budgeting efforts are appropriately integrated with other planning processes employed within SET.
- Provides leadership to the sales organization, and counsel to the regional sales leader, in implementing sales organization objectives that reflect SET's business goals.
- Responsible for assigning sales force quotas and ensuring SET's financial objectives are optimally allocated to all sales channels and resources through the quota program.
- Accountable for the timely assignment of all sales organization objectives.
- Partners with senior sales leadership to map market and customer opportunities and potential areas sales process improvement.
- Fosters an organization of continuous process improvement.
- Prioritizes investments and rolls out implementation programs for enabling technologies in support of sales organization productivity.
- Recommends changes and enhancements to the company Customer Relationship Management and Marketing Automation technology platforms.
- Makes recommendations for changing sales roles, coverage models, or team configurations in order to maximize sales productivity backed up with data.
- Leads a change management process to build organizational understanding of proposed changes, establish support from key leadership stakeholders, and effectively implement new deployment and job models.
- Works closely with senior sales leadership to define the optimal performance measurements and performance management programs required to ensure sales organization success. Aligns reporting, training, and incentive programs with these performance management priorities.
- Working closely with sales leadership and Human Resources, establishes a sales force training plan focused on developing and reinforcing critical sales competencies.
- Prioritizes training objectives for selling, sales management, and sales support roles.
- Oversees the delivery of field and HQ training to sales, sales management, and sales support personnel.
- Formulating, suggesting, and managing data-driven projects which are geared at furthering the business's interests.



- Working with Human Resources and senior sales leadership, designs sales incentive compensation programs that provide market-competitive pay, reinforce sales organization strategy, and align with business and sales organization objectives.
- Works closely with Accounting, Finance, and Human Resources to establish rules, policies, and procedures associated with sales compensation.
- Directs and supports the consistent implementation of company initiatives.
- Accountable for the thorough implementation of sales organization-impacting initiatives.
- Responsible for the efficient allocation of technology, support, and training resources impacting the sales organization.
- Fosters close, cooperative relationships with peer leaders and other senior executives.

QUALIFICATIONS

- 2+ years' previous experience; ideally with software, Four-year college degree from an accredited institution; advanced degree, Master in Business Administration (MBA) or equivalent preferred.
- Minimum five years of sales or sales operations experience in a business-to-business sales environment.
- Experience successfully managing analytically rigorous corporate initiatives.
- Capacity to foster a healthy, stimulating work environment that frequently harnesses teamwork.
- Highly effective at building collaborative relationships across our entire organization. Ability to work under high pressure and to meet deadlines.
- People describe the ideal candidate as: Passionate, a leader, a strong communicator, and someone that "gets things done."

- Ability to work under high pressure and to meet deadlines.
- marketing, customer success
- Basic working knowledge of blended learning, virtual classroom technologies, and other essential sales enablement technologies and coaching best practices
- Demonstrated excellent project management, planning and analytical skills
- Demonstrated ability to effectively assess needs, recommend solutions, design, deliver, and measure the results of sales or marketing enablement initiatives and programs
- Consistently demonstrates a high level of stakeholder satisfaction and field engagement Experience working in a matrixed organization
- Decisive, confident, positive attitude
- Strong sense of urgency and personal commitment
- Ability to handle changing priorities and use good judgment when working in stressful situations

About the #EagleTeam

Screening Eagle Technologies | Proceq | Dreamlab

We are on a mission to protect the built world with software, sensors and data. We hire talented problem-solvers with bold ambition who share our passion for inspection technology to sustain mission-critical assets and infrastructure for future generations. Our culture is creative, innovative and inclusive. We are a fast-paced, product-driven, growth company headquartered in Switzerland with our Singapore and Malaga technology hub and a global mindset looking to lead a digital revolution in inspection. Want to join the #EagleTeam?

Send your application to hr-dle@screeningeagle.com