



POSITION AND CANDIDATE SPECIFICATION
for
Sales Development Representative

ABOUT TALMETRIX

Founded in 2014, Talmetrix is an employee feedback and insights company, based in Cincinnati, OH. Our vision is to be the leader in providing comprehensive employee feedback and insight software and solutions. We are accomplishing this by building a world-class organization, culture, and hiring best in class talent to attract and retain awesome customers.

Our cloud-based solution and services improve business outcomes by enabling organizations to more easily connect employee feedback (feelings) and organizational data (facts) to discover actionable insights. The generated insights inform decisions and actions to improve the overall employee experience, engagement, retention, performance, productivity, innovation and culture.

THE ROLE

The **Sales Development Representative (SDR)** is responsible for driving revenue through a consultative selling model with customers. Collaborating with Marketing, the SDR will follow-up on applicable marketing leads guiding and managing them through the sales funnel.

The **SDR** will have oversight of the following key organizational goals:

- Qualify inbound leads
- Gain a deep understanding of prospects business goals and talent insight needs
- Ensure continuous follow-up with prospects in funnel
- Set up and deliver virtual product demonstrations
- Explain the value of our talent insights software and services
- Meet monthly sales goals to exceed quotas
- Contribute to our winning culture and increase your sales skills

IDEAL EXPERIENCE/QUALIFICATIONS

- 1-3 Years experience in direct B2B Sales
- Record of meeting/exceeding quota
- Experience with consultative sales process
- Demonstrated strategic and analytical sales approach with focus on building relationships with customers
- Experience closing sales in complex sales cycle environments and competitive markets
- Relevant experience includes:
 - SaaS Direct Sales
 - Mid-Market and Enterprise Sales
 - Manufacturing, Financial Services and/or Hospitality industry experience a plus
 - Business Intelligence and Analytics experience/understanding a plus
 - HR/HRTech functional experience a plus
- Strong empathy for customers AND passion for revenue and growth
- Deep understanding of value drivers in recurring revenue business models
- Demonstrated desire for continuous learning and improvement

- Excellent communication and presentation skills
- Adapts readily and efficiently to changing priorities and demands
- Proven ability to recruit, engage and develop team members

OTHER PERSONAL CHARACTERISTICS

- Capable of working extremely well in a fast-paced, dynamic environment.
- Acts with a sense of urgency without sacrificing excellence. A self-starter with a curious mind.
- Demonstrates an ability to build positive relationships with all key stakeholders.
- Reputation for the highest integrity and ethics.

JOB SNAPSHOT

Compensation: Base Salary, Quarterly Incentive
Reporting To: Head of Sales
Employment Type: Full-time
Job Type: Sales
Education: Minimum Bachelors' Degree Preferred
Experience: Minimum of 1-3 years of solution/client service delivery, sales experience
Industry: Human Capital Management, Computer/Cloud Software, SaaS, Analytics
Required Travel: Variable, 10-20%