
VP of Sales

The role

Reporting to the CEO, the VP of Sales is responsible for developing and executing sales strategies that optimize revenue for the company and drive rapid growth throughout North America.

Key info

Location: Calgary, AB

Compensation*: Salary (~150k Base, 250k OTE) + Stock Options (tbd) + Bonuses (tbd)

Benefits: \$3,500 / year (Company HSA program)

**total comp package to be negotiated with candidates based on desired cash/stock option mix*

Key responsibilities

1. Recruiting and building sales teams
2. Leading and coaching a team of sales representatives and account success managers, enabling them to win more business and exceed their quotas consistently
3. Analyze team performance and key metrics to suggest scalable improvements to core sales processes and sales training
4. Monitor team KPIs and proactively identify the actions that your team members can take to improve each month
5. Work with the CEO to define and execute the company sales strategies (e.g.: net new sales, new verticals, up/cross-sell, account success, product roadmap)
6. Demonstrate a “never quit” attitude and instill tenacity and resilience in your team
7. Foster a transparent, inclusive, and achievement-oriented team culture

Success metrics

- Net Revenue Growth (B2B Accounts)
- Account retention/churn
- Account satisfaction (NPS)

Skills and experience

- 5 years+ leading a team of high-performing salespeople
- Bachelor's degree in a business-related field
- Experience selling to senior leaders at large organizations
- Track record of overachievement against individual and team quotas
- Demonstrated success scaling up a new company or product
- Experience selling innovative B2B2C and/or SaaS solutions to large organizations

Who are you

- Instinctively document the training, team building, and sales processes that work, and you share them with your colleagues to drive improvement across your organization
- Adaptable and open to change when it's right for your team, your organization, and stakeholders
- Thoughtful and have strong empathy for your colleagues and customers
- Excellent communication skills and the ability to motivate behavior change

Who are we

Virtuo is a home concierge platform redesigning the entire homeownership journey. We partner with large home builders to help them deliver the seamless, first-class homeownership experience that consumers expect (and deserve) in today's age.

We're a tight-knit, straight shooting team – we collaborate and dream big, and are looking for someone who wants that kind of camaraderie. We don't take ourselves too seriously, but when it comes to the business, we are laser focused on our vision and our results show it.

Resumes can be sent to [**careers@virtuo.com**](mailto:careers@virtuo.com). We look forward to hearing from you.