



Head of Inside Sales & Account Management

For the past 20 years, Moraware has thrived as a bootstrapped company and grown our customer base in a small niche by having a great product, excellent customer support, and building a brand reputation as the industry-leading software for countertop fabricators. Since we began in 2003, we have built our profitable business on sustainable growth strategies with no outside investors and no debt.

With over 2,600 customers today, we're looking for a Head of Sales who will lead our team in our next phase of growth through new customer acquisition and expansion in our established base.

As a member of our leadership team, this sales leader will bring a proven track record of standardizing and optimizing a sales system with a high-velocity sales cycle, embrace a consultative sales approach driven by quality conversations, prioritize long-term customer success and value, and enjoy a player/coach role with a small team.

More important than skills, we are looking for someone who matches our values:

- Passion for Solving Business Problems
- Take the Long-Term View
- Focus on the #1 Priority
- Make Incremental Improvements
- Be Collaborative
- Say What You Think

The Role:

If you have been a sales or customer success leader at a small or early-stage SaaS company and thrive on working with small teams and advocating for the success of your customers, this is a great opportunity to join a company that has achieved product-market fit, established brand awareness, and believes in long-term sustainable growth.

As Head of Sales, you will own these functions:

Company Leadership:

As part of the management team, you'll be reporting to our General Manager and contributing to the overall leadership of the company.

- Help define and implement the overall company strategy.
- Align our sales goals and initiatives with the overall company goals.
- Collaborate closely with the other functions at the company (Marketing, Product, Customer Success) to deliver on growth plans.

Sales Leadership:

Lead a small inside sales team with a high-velocity sales cycle that drives new customer acquisition and expansion

- Execute, measure, and refine Moraware’s consultative sales strategy. You’ll align our sales processes to our overall company strategy and be responsible for communicating that to our team, market, and customers
- Collaborate with the team to define and optimize guidelines, standard operating procedures, projects, and key metrics to reach our sales goals and company objectives
- Ensure we are selling to companies that are a good long-term fit for our solutions
- Collaborate with the team on building the tools, operations, and training needed to ensure consistent high-quality sales conversations and long-term success

Sales Execution:

- Attract, motivate, develop, and retain a high-performance team that is aligned with our sales strategy and approach.
- Participate in the sales process as a player-coach by having high-quality sales conversations with customers.
- Support team members to improve their skills through education and coaching so that they can achieve their career and company goals.
- Track and drive accountability across the team’s most important initiatives through KPI reporting and ongoing sales call and pipeline reviews.

Requirements

Must Have:

- 5+ years experience in business-focused SaaS Sales
- Experience defining and implementing sales strategies for a SaaS business
- Prior managerial experience leading and growing a sales team
- Process and metrics-driven. Experience defining and documenting SOPs and KPIs

Nice to Have:

- 3+ years of high-velocity Inside Sales experience with a consultative approach
- 3+ years of experience with customer success, account management or customer expansion
- Experience with the construction sector
- Hubspot experience

We’re a fully remote company. In this role, you will work remotely from NV, CA, OR or WA, but periodically travel to meet with team members and customers in person.

Benefits

This is not a commission-based sales role. Moraware chooses to operate a bit differently and incentivizes our whole company for growth and profitability. You will share in this as you contribute to the overall success of the company, rather than by individual or sales team performance.

We offer a competitive salary, four weeks of paid time off, ten sick days, matching 401(k), and we pay for 100% of your health insurance premiums and for those of your family. Our generous profit-sharing and great team make this a company you’ll want to stay with for many years.

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

How to Apply

If this sounds like the perfect match for you, DO NOT send us a resume. Instead, we'd like to know more about the real you. Send us an email at salesjobs@moraware.com containing:

- 3-10 sentences describing why you're proud of a specific sales project or result
- 3-10 sentences about why you are qualified to lead sales at Moraware
- Which of these 4 states you plan to work in: California, Nevada, Oregon, or Washington