

## Head of Partnership Sales (Partner Role)

This is not a traditional sales leadership role.

The Head of Partnership Sales is a partner-level position responsible for building and stewarding long-term revenue partnerships between our global membership organization and businesses that serve venture-backed founders. These partners may pay for access to our membership, sponsor curated dinners or events, and participate in long-term strategic relationships with our chapters around the world.

We are a profit-sharing partnership. Partner-level compensation is tied to long-term enterprise value and eventual profits, not short-term commissions or quotas. This role requires judgment, patience, and leverage — not hustle, pressure, or volume-based selling.

### What This Role Is Really About

This role exists to:

- Identify businesses that genuinely benefit from trusted, high-context access to venture-backed founders
- Translate our membership and chapter ecosystem into clear, integrity-aligned partnership opportunities
- Orchestrate long-term relationships that compound in value over time
- Protect trust with our members while enabling sponsors and partners to succeed

Success is measured by the durability, alignment, and compounding value of partnerships — not by deal velocity or volume.

### Core Superpower (At Least One Required)

This role requires strong alignment with at least ONE of the following core superpowers. You do not need all three.

- **Orchestration** — Joy in sequencing, leverage, and strategic maneuvering. You naturally think in second-order effects and prefer shaping conditions over forcing outcomes.
- **Coordination** — Joy in bringing multiple stakeholders into a coherent, low-friction system. You notice misalignment early and work to resolve it before trust erodes.
- **Translation** — Joy in facilitating meaningful shared understanding across different incentives, languages, or expectations. You make complex relationships legible and actionable.

### Working Genius Alignment

This role strongly favors:

- Discernment — judgment with incomplete information; deciding what should happen, when, and why
- Enablement — helping others succeed through structure, connection, or sequencing

Optional but helpful:

- Galvanizing — mobilizing action once alignment is clear

Misalignment with these working modes typically shows up as friction or burnout, not incompetence.

### What You Will Do

- Identify and cultivate partnership opportunities with businesses serving venture-backed founders
- Engage potential partners in high-context conversations focused on long-term mutual value
- Design partnership structures that respect member trust and sponsor objectives
- Coordinate with chapter leaders to align local opportunities with global strategy
- Steward relationships over time, adjusting structure as conditions evolve
- Exercise judgment about when to advance, slow, or decline opportunities

### What This Role Is Not

This role is not designed for people whose primary energy comes from:

- High-volume outbound sales or pipeline management
- Scripted selling, quotas, or commission-driven incentives
- Process ownership, operational control, or end-to-end execution
- Constant urgency, pressure, or deal velocity

These are valuable strengths — they simply belong in different roles.

### Partner Economics & Structure

This is an early partner role within a profit-sharing partnership. Compensation is tied to long-term enterprise value and eventual profits, not short-term commissions. The role carries owner-level accountability, ambiguity, and trust. In the early years, cash compensation may be limited or deferred as the organization prioritizes building durable enterprise value and long-term profitability. Partners are expected to be comfortable operating with a long-term, ownership-based upside orientation and asymmetric risk during the early phase.

This role is best suited for individuals who can operate effectively without relying on near-term cash compensation and who view deferred upside as a core part of early partnership.

### **Before Applying**

Before applying, all candidates are required to complete a short self-assessment designed to help you determine whether this role is genuinely aligned with how you operate. Opting out due to misalignment is a successful outcome.

If this assessment feels unnecessary or frustrating, this role is likely not a fit.