

## **Hiring Form**

**Department:** Sales

**Hiring Manager:**

**Title of Position:** Director of Sales

**Level:**

**MISSION-** In 2 to 3 sentences describe the core purpose of this role.

Effectively manage, coach, & develop a team of 3-4 Account Executive Managers. This person will drive performance to ensure we are increasing conversion & revenue month over month.

**OUTCOMES** - Provide 3-8 outcomes the candidate needs to accomplish in this role. Please be specific ex. goals to reach, timelines, creation and implementation of projects etc.

- Ensure 100% quota attainment on units & revenue for a group of 25+ closers
- Ensure standardization & enforcement of sales process & pitching
- Train, coach, & develop new & existing hires
- Recruit top sales talent
- Be a functional & additive member to sales leadership & cross-functional work

### **HARD REQUIREMENTS (Required Experience)**

- At least 7 years of total experience.
- At least 5 years of experience in a sales management role in a successful inside sales organization.
- At least 1 year of experience serving as a manager of managers
- Has been responsible for recruiting & hiring, and has had decision making power in that process.
- Has managed major changes in sales process, scripting, tools, & compensation.

**JOB COMPETENCIES**- Describe some of the competencies needed for this role. (ex. See below)

**Performer/Operator**

Ensures Accountability of Managers  
Drives Results

**People/Team**

Interpersonally Savvy  
“We not I”  
Eye for Talent

**Entrepreneur**

Displays Courage  
Resilient

**CULTURAL FIT** - Culture manifests itself in an organization's language, decision making, daily work practices. Describe some of the competencies needed for this role. (ex. See below)

Performance Oriented  
Humble  
Team Player

**DEFINE YOUR PREFERRED INTERVIEW PLAN & INTERVIEWERS**

Include: Order of Interviewers, specific interviewers, timing of each interview, whether you will include a practical exam in the process/when it will happen. Individual Contributors should be interviewed by you and \_\_\_\_\_. Managers/Leaders be interviewed by you and \_\_\_\_\_. This will be discussed in more detail once the form is received.

**Day 1**

Hiring Manager - 1 hour

**Day 2**

People/Team - 1 hour  
Performer/Operator - 1 hour  
Entrepreneur - 45 Minutes

Enjoying this template? Send an email to [mcleod@onrhythm.io](mailto:mcleod@onrhythm.io) for exclusive access to upcoming releases and a first look at our software.