



## Job Description: Account Executive – West Coast

### About the Job

Fantastic! We're so thrilled you clicked through to our humble job description. Hopefully, you're looking for something incredible. Incredible is what we're striving for at Tivian.

Why? Because the employee market is in turmoil, statistics show that 3.4% of employees are leaving their current position every month. That's a third of the workforce every year! And this is the market problem we are helping customers address.

Several factors are driving this change:

- Most companies now allow remote working, opening new options for employees everywhere
- There's unprecedented demand for certain skills – technology in particular
- President Biden's Infrastructure Plan will create up to 10 million new jobs
- Only 13% of companies survey their employees to understand what they need
- Only 11% of companies offer formal career programs for employees – meaning the only way to grow is by leaving

Tivian helps companies manage these issues by optimizing the Employee Experience. Through our approach to Intelligence Experience Management (XI) coupled with our solutions, Heads of HR can generate AI-based insights around their employee experience and deliver targeted communications and education to address key issues. The result is employees who feel happier in their roles are more productive and less likely to leave.

We are a global high-growth company with:

- A vision and mission that is spot-on for our time
- An experienced leadership team at the helm
- A “*can do*” attitude and aptitude for innovation
- A unique brand proposition
- Existing “brand name” customers

With Tivian, you'll own your zone; you'll be responsible for growth within some of our largest reference accounts, and you'll also grow the territory by bringing in new customers through the creation and execution of your own ABM sales strategy. You'll be working with some of the most well-known companies, names like Adobe, Oracle, Citibank, BMW, Chevron, NuBank, and Thoughtworks, who rely on Tivian around the globe. You will experiment and find what works. Then execute with the support of marketing and sales teams propelling you forward. We're working together to create an entirely new category in this rapidly evolving market. The experience might change your career forever!

### This Is You

- Senior sales executive with a demonstrated track record growing large Enterprise Accounts and closing new logos. SaaS expertise preferred.
- You're innately curious; you thrive on change; you love the hyper-growth start-up environment
- Business Savvy; HR experience a plus
- Technically proficient: you demo software without an SE



- You're a "do-er"; you roll up your sleeves, figuring out what needs to get done, and you make it happen
- You sell business ROI; you're adept at building and articulating a compelling vision to senior executives
- You're results-focused: you're driven by targets, metrics, and goals. Nothing will stop you from achieving your goals. You're constantly motivated to BEAT them
- You're disciplined about the sales process: setting/hitting personal goals every day
- You're independent, but not a loner; you work well in close-knit teams
- You are passionate and articulate, never afraid to speak your mind

### **Your day-to-day responsibilities will include**

- You will collaborate with the Customer Success Manager to identify expansion opportunities within existing customers – and you will own the sales cycle for growth into new project areas
- You will own the sales cycle for closing new logos; this will involve collaborating with the SDR team to develop opportunities they have prequalified. You will also be prospect yourself – using highly targeted ABM techniques
- You will conduct meetings with prospective customers, building trust, sparking excitement, and leading expert discovery that uncovers pain points and business impact
- You will be persistent in your follow up, building value awareness for our solutions, widening your customer connections, and facilitating regular meetings to demonstrate Tivian's applicability
- You'll prepare and present business cases to customers' leadership teams, speaking their language: Financials, ROI, Opportunity Cost, etc
- You will navigate large complex enterprise accounts, understanding relationships, politics, and priorities
- You will develop internal champions and equip them with tools and messaging that resonates with their business drivers and differentiates us from the competition
- You can expect to spend much of your time in meetings presenting to business leaders, key stakeholders, and business users, so you must have exceptional business acumen and presentation skills
- You will participate in internal meetings, company-wide and with the sales & marketing teams to discuss sales pipelines and marketing strategies

### **And strategically, you will help us grow this rocket ship!**

- You will identify opportunities and threats and bring ideas and solutions to the table
- Be a coach and mentor for aspiring SDR's
- Be a proactive partner for other departments, notably Marketing and Product Development

### **Benefits**

- Competitive base compensation
- Generous commission plan
- Extended health & dental benefits, including 401(k) with employer match
- Opportunity to participate in our employee Equity plan when available
- Flexible paid time off
- Be part of a high-performing sales team that knows how to celebrate their success!



If this is you - reach out via email to: [elizabeth.voller@tivian.com](mailto:elizabeth.voller@tivian.com). Let's see if there's a fit. We're excited to see just how far we can take this mission and succeed with our customers. This is your opportunity to get a seat on the rocket ship before it takes off. 🚀

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Role: AE (West)  
Effective date: December 10<sup>th</sup>, 2021  
Version: Version 1.0 for Tivian  
Approved by: HR

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### About Tivian

Tivian is the creator of the first employee-centric end-to-end HR platform that allows companies to bring personalized communications and experiences to their workforce. Through advanced analytics and cutting-edge AI technology, Tivian helps great organizations harness experience data to gain deeper business insights and deploy customized communications to engage their employees. Tivian's intelligent experience management platform increases corporate effectiveness and enables a smarter business world, empowered by insight. Built on 20 years of experience in enterprise feedback management, Tivian provides over 400 customers in 35 countries with the ability to take action and achieve their objectives. For more information, please visit [www.tivian.com](http://www.tivian.com) or follow us on [Twitter](#), [Facebook](#), or [LinkedIn](#).