



Job Description: Sales Development Representative

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 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 lead development and qualification. Being an SDR isn't easy. But that doesn't faze you because of your burning passion for sales and the chase for success. You'll target and speak to teams at some of the most well-known companies, similar to some of the leading enterprises already working with us around the globe – like Adobe, NY Life, Citibank, BMW, Chevron, NuBank, and Thoughtworks.

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

- Experienced in a sales-related role, preferably B2B
- Innately curious, fascinated by the start-up world; you thrive on change and hyper-growth
- 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 a “do-er”; you roll up your sleeves, figure out what needs to get done and make it happen
- You are full of positive energy and resilient; rejection or failure just makes you work even harder
- Technically proficient: you're an expert in CRM; MS Office; PowerPoint



- Disciplined about process: setting/hitting personal goals every day; completing forecast reports
- Passionate and articulate, never afraid to speak your mind
- Located in New York City or with access into the city on a regular basis

Your day-to-day responsibilities will include

- You will qualify leads from marketing and events
- You will also own the ABM lead generation process, including research, org mapping, outreach, prospecting, and lead qualification
- You will craft A LOT of personalized messages – based on your own work researching and learning about individual prospects. You will utilize different media: email, LinkedIn, and personalized video
- You will follow-up with phone calls, using your creativity and personality to engage prospects
- You will conduct initial qualification meetings with prospective customers, building trust and sparking excitement...
- ...and qualifying key metrics: suitability, needs, timeframe, budgets, decision process, etc
- You will then work in tandem with Enterprise Account Executives to further strategically map out and engage key individuals in the decision process
- Throughout, you will maintain accurate CRM, forecast, and discovery records

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

- You will be creative - identifying opportunities to improve our prospecting techniques, bringing new ideas and approaches to the table
- Be a proactive partner with the Marketing team
- Be always growing and learning the profession that is Sales – working with us to develop your career path; to SDR leadership, to Enterprise AE, or even...

Benefits

- Competitive base compensation
- Generous commission plan
- Extended health & dental benefits, including 401(k) with employer match
- Flexible paid time-off
- Direct access to our leadership team, including our CEO (who is based in NY)
- 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. 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! 🚀



Role: Sales Development Representative (East Coast)

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Version: Version 1.0 for Tivian

Approved by: HR

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 or follow us on [Twitter](#), [Facebook](#), or [LinkedIn](#).