

Senior VP of Sales Operations

Enseo

For more than 20 years, Enseo has been known as the backbone of the hospitality in-room experience. The company's superior products, including set-back boxes and applications, are preferred by the world's largest hotel groups. Enseo is a dynamic and fast-paced technology provider that is transforming industries with emerging digital products. We are always on the lookout for world-class talent with a passion for exceeding expectations. Is that you?

General Description

The **Sr. VP of Sales Operations** role is designed to drive business growth using data-driven insights to support our sales organization. This role will work with global Sales leadership and the Enseo Executive team on the most important strategic initiatives to drive revenue growth and efficiencies.

In this role, you will be a business advisor to the Sales team by playing a key role in deriving insights from the company's customer, marketing, and sales data. You will be responsible for helping sales executives and management make decisions that align with overall company objectives. You will be able to handle highly sensitive, confidential, and non-routine information supporting a rapidly changing organization. We're seeking a self-starter who can recognize where processes can be improved and who will take the initiative to improve them. It's important that you also understand the importance of sales velocity and processes support being able to rapidly move and scale our business. You will help design, implement, and manages sales forecasting, planning, and budgeting processes. You will ensure planning, forecasting and budgeting efforts are appropriately integrated with other planning processes.

Responsibilities

- Provide leadership to the sales organization in implementing sales organization objectives that appropriately reflect the business goals.
- Analyze, design and implement "best practices" for all facets of Sales Operations, including forecasting, prospecting and general management of sales process.
- Assist with territory and team design, sales quotas, compensation plan design and ensuring the financial objectives are optimally aligned to all sales channels and resources.
- Facilitate successful implementation of new programs through the sales organization by ensuring that a well-defined, efficient sales process is in place for launch.
- Foster an organization of continuous process improvement.
- Work closely with the Chief Technology Officer and Chief Product Officer to understand the products and sales goals.
- Make recommendations for changing sales roles, coverage models, or team configurations in order to maximize sales productivity.
- Work closely with Human Resources to establish a sales force training plan focused on developing and reinforcing critical sales competencies. Prioritize training objectives for selling, sales management, and sales support roles.
- Work with Chief Financial Officer and Sales teams to design sales incentive compensation programs that provide market-competitive pay, reinforce sales organization strategy and align with business and sales organization objectives.

Key Skills and Competencies

- **Leadership:** Manage performance by setting clear goals and expectations. Track progress against goals. Address performance issues promptly. Focus on overcoming obstacles to meet and exceed stated goals.
- **Results Oriented:** Prioritize goals to align with corporate strategy. Focus on overcoming obstacles to meet and exceed stated goals.
- **Superior interpersonal skills:** Ability to interface and gain trust with a wide range of position levels in multiple departments.
- **Engaging Communication/Presentation:** Comfortable with facilitating and leading classroom and live web-cast delivery.
- **Customer Service Orientation:** Follow through on requests. Become a trusted advisor to team.
- **Build Collaborative Relationships:** Work in a team-oriented, cross-departmental environment. Build and maintain effective partnerships with multiple departments.
- **Detailed and Process oriented** to complete forecasting, administrative duties and reporting.
- **Manage** competing demands, accept constructive feedback while being adaptable to changing priorities.
- **Handle** sensitive and confidential information appropriately.

Qualifications

- 10 + years' experience in management consulting, sales operations or sales management within the software/high tech industry
- BA or BS degree minimum
- 3+ years of experience in team management
- Deep experience analyzing data and the ability to use data to drive insights and decision-making
- Experience working in high-growth, performance-focused environment
- Strong written and verbal communication skills, including experience with senior management

Benefits

We value our employees' time and efforts. Our commitment to your success is enhanced by our competitive pay and an extensive benefits package including paid time off, medical, dental and vision benefits. Plus, we work to maintain the best possible environment for our employees and strive to provide a collaborative, creative environment where each person feels encouraged to contribute to our processes, decisions, planning and culture.

****This position is located at the Enseo Corporate Headquarters in Richardson, TX****

Enseo is an Equal Opportunity Employer.

We celebrate diversity and are committed to creating an inclusive work environment for all employees.

Please send resume to Katy Ericson, Vice President of Human Resources at kericson@enseo.com