

# Business Development Executive–US

**LOCATION:** Remote

**POSITION:** Permanent, full-time

**REPORTING TO:** Managing Director US

**RESPONSIBLE FOR:** Enterprise-level new business development

## CHANGING ASSESSMENT FOR GOOD

Sova is turning the assessment industry on its head, moving from narrow off-the-shelf point solutions to a business-critical enterprise HR tech solution providing talent intelligence at scale. Our SaaS-based platform provides one end-to-end talent assessment solution that combines psychometric science with compelling technology for recruitment and development. Our scientifically- strong, digitally delivered solution is a fully customisable platform which enables organisations make fast, fair and data-driven decisions throughout the employee journey.

Founded in 2015, Sova is now used by over 120 organisations in over 20 countries, with offices in EMEA, the US and APAC regions, and a network of global strategic partners. With a recent investment of \$13million, we are accelerating geographical expansion and growing our team.

## THE ROLE

The Business Development Exec is a Senior Client Partner and is a key sales role within the Sova team. This person in this role is responsible for identifying and winning key business development opportunities to fuel the growth of a global talent assessment business.

## ROLE RESPONSIBILITIES

- Develop and secure new business opportunities to sell Sova Assessment solutions.
- Identify, manage, and close business opportunities to deliver on annual revenue targets.
- Lead the response to RFPs and on the preparation and presentation of client proposals.
- Develop and establish strategic partnerships.
- Collaborate with partners and distributors to grow global sales.
- Maintain relationships with key clients and identify opportunities for additional business expansion and cross-selling.
- Work closely with internal teams to assist in the scoping, development, and delivery of client solutions.
- Manage the contracting and account administration process to ensure that contractual/legal obligations are met.
- Live the Sova core values (Making Science Work, Different Together, Restless Spirits, Ever Upwards)

## THE PERSON:

- Proven success in a sales environment in the talent assessment and/or SaaS industry.
- Knowledge of, and experience with, techniques and methods of selling within the talent assessment and/or human resources industry.
- A functional understanding of best practices in the use of psychometric assessments, as it pertains to talent selection and development.
- Highly professional with excellent communication skills and the ability to adapt to different situations, industry segments, and clients.
- Excellent presentation and interpersonal skills.
- Commercially minded and possessing a strong business acumen.
- Ability to meet deadlines and targets.
- Results-oriented and target-driven.

## WHATS LIFE LIKE AT SOVA?

As a Sova team member, your part of a close-knit group, transforming the world of talent assessment. We recognise that the sum of the team is greater than its parts, so we want people who work well as part of a team and who see shared goals as more important than their own. We're serious about work/life balance. Our team works hard, and we know everyone needs room for family, friends, and other interests. At Sova, you'll encounter a nurturing culture that promotes professional and personal growth.

## WHAT CAN YOU EXPECT FROM SOVA?

Sova offers a competitive salary, with bonuses earned for securing annual recurring revenue contracts, employer-subsidized healthcare, and employer-sponsored IRA, and above all a fun, collaborative culture. We believe in our values, and you can expect us to drive these through our work and commitment to you:

**Making Science Work** - We make science work in the real world, by combining our core psychological expertise with the creative use of digital technology, challenging existing thinking to reimagine what can be achieved. Our measure of success is simple – have we made the greatest measurable impact we can in order to help our clients.

**Different, Together** - We work to create something none of us could manage alone. It works because we are committed to a shared goal, value teamwork, recognise each other's strengths, and always communicate openly, honestly, and respectfully.

**Restless Spirits** - We are endlessly curious – about our science, our clients, and our industry. By questioning assumptions, embracing new experiences, and travelling beyond our comfort zone, we are able to respond with speed and agility to a constantly changing world.

**Ever Upwards** - We love achieving what we set out to achieve, as individuals, as teams and as a business. We care about working profitably and sustainably. We always look to go one better and never do anything by halves.

## HOW TO APPLY:

If you're ready to help us "Change Assessment for Good" and share in our results, please send a cover letter and a resume to [doug.wolf@sovaassessment.com](mailto:doug.wolf@sovaassessment.com).