

BI Account Executive (SaaS)

Location: Remote U.S.

Department: Sales

Reports To: Chief Growth Officer

About the Role

We're seeking an experienced **Business Intelligence Account Executive** to join our high-performing SaaS sales team. In this role, you'll help identify potential clients across both mid-market and enterprise future customers, as well as working with current clients, managing complex, multi-stakeholder sales cycles from initial engagement through close. You'll act as a trusted advisor to key influencers and C-level executives, helping them solve critical business challenges through our platform.

This position is ideal for a senior seller who excels at navigating medium to large organizations and driving consensus among decision-makers including those working with the Board of Directors, CXOs and business unit operational leaders.

This specific role requires expertise and a network within the HR Tech / Human Capital Development space, preferably companies involved in the strategic talent areas around workforce planning, development, engagement and OKRs.

What You'll Do

- **Own the full sales cycle** for select accounts — from pipeline generation to negotiation and closing multi-year deals. These accounts might be ones within a select industry like healthcare or manufacturing, or university systems; or might be in an emerging industry focused on evidence-based decision making, etc.
- Strategically prospect, engage, and build relationships with key stakeholders such as the CHRO or Chief People Officer, CLO and Head of Talent, plus key members of other line functions in the COO, CRO and/or CFO roles.
- Conduct deep discovery sessions to understand complex business needs and align our SaaS solution to priorities, helping them **change the story from merely reporting the story**.
- Deliver **tailored presentations, business cases, and executive-level demos** that clearly articulate business value.
- Partner closely with **potential Value Engineering expertise, Product, Marketing, Customer Success** and core platform Sales to ensure the right story, potential and results yielded.
- Maintain **accurate forecasting and pipeline management** in our CRM.
- Stay informed on market trends, competitive landscape, and customer feedback to help shape both our go-to-market and our product strategy.

What We're Looking For

- **> 5 years of HCM / HR tech sales experience OR the BI space** with at least 3 years focused on **enterprise and mid-market, vs. SMB, clients.**
- Proven success consistently achieving or exceeding **\$1.0M-3M+ annual quota.**
- Expertise in **consultative, solution, and value-based selling**, with strong ability to link technical solutions to business outcomes.
- The ability to lead from the art of the possible through to effective execution for evidence-based decision making and demonstrating progress vs. stated metrics.
- Strong executive presence and ability to communicate effectively at the C-suite level.
- Skilled at **negotiating contracts, pricing, and multi-year agreements.**
- Proficiency with **a CRM (not a specific one)** and modern sales tools.
- Self-motivated, strategic, and entrepreneurial mindset — comfortable operating in a fast-paced, evolving SaaS environment.

Nice to Have

- Experience selling a specific vertical with broad and deep contacts here.
- Familiarity with **Value-based selling** sales frameworks.
- Prior success at a **high-growth SaaS company** or scaling startup.
- Experience collaborating with **channel partners or system integrators.**

Why You'll Love Working Here

- **Remote-first** culture
- Competitive **base salary + uncapped commission**
- Comprehensive **benefits package** (medical, dental, vision, 401k)
- **Unlimited PTO**
- Opportunity to shape the growth of a category-leading HCM SaaS company
- Supportive, high-performance sales culture focused on long-term customer success