

Enterprise Account Executive (SaaS)

Location: Remote U.S.

Department: Sales

Reports To: Chief Growth Officer

About the Role

We're seeking an experienced and strategic **Enterprise Account Executive (EAE)** to join our high-performing SaaS sales team. In this role, you'll own a defined territory of enterprise accounts, managing complex, multi-stakeholder sales cycles from initial engagement through close. You'll act as a trusted advisor to 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.

This specific role requires expertise and a network within the HR Tech / Human Capital Development space, preferably companies specializing in talent reviews, succession planning, career development, OKRs and goal setting, performance management and coaching.

What You'll Do

- **Own the full sales cycle** for enterprise 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.
 - 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 enterprise priorities.
 - Deliver **tailored presentations, business cases, and executive-level demos** that clearly articulate business value.
 - Partner closely with **potential Value Engineering expertise, Product, Marketing, and Customer Success** to ensure customer success and expansion potential.
 - Develop and execute **territory plans** that drive predictable revenue growth and pipeline health.
 - Maintain **accurate forecasting and pipeline management** in our CRM.
 - Stay informed on market trends, competitive landscape, and customer feedback to help shape our go-to-market strategy.
-

What We're Looking For

- **> 5 years of B2B SaaS sales experience**, with at least 3 years focused on **enterprise-level clients > 2,000 employees**.
 - Proven success consistently achieving or exceeding **\$1.5M-3M+ annual quota**.
 - Expertise in **consultative, solution, and value-based selling**, with strong ability to link technical solutions to business outcomes.
 - Experience managing **complex sales cycles (12–18+ months)** involving multiple stakeholders and cross-functional teams.
 - 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