

Mid-Market Account Executive (SaaS)

Location: Remote, USA

Department: Sales

Reports To: Chief Growth Officer

About the Role

We're looking for a high-performing **Mid-Market Account Executive** to join our growing SaaS sales team. In this role, you'll own the full sales cycle for mid-market accounts — from prospecting and discovery to demos, negotiation, and close. You'll also partner closely with our Customer Success team to deliver value and help customers achieve meaningful outcomes with our platform.

If you love solving business challenges through technology and thrives in a fast-paced, collaborative environment — we would love to speak with you!

What You'll Do

- **Own the full sales cycle** from qualified lead to close for mid-market clients (typically 500-~2,000 employees).
 - Manage a pipeline of inbound and outbound opportunities through a consultative and solution-oriented approach.
 - Conduct discovery sessions to understand client pain points and map our SaaS solution to their goals.
 - Deliver **tailored product demos** and presentations to key stakeholders and decision-makers.
 - Work cross-functionally with Marketing, Product and Customer Success to ensure a seamless post-sale transition.
 - **Negotiate and close deals** that align with company objectives and deliver long-term customer value.
 - Maintain accurate forecasts, activity metrics, and pipeline data in our CRM.
 - Stay current on industry trends, competitive landscape, and product developments to position our solutions effectively.
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What We're Looking For

- **> 5 years of full-cycle B2B SaaS sales experience**, with a proven track record of meeting or exceeding quota. 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.
- **Must have** worked in a company whose brand went from obscure to dominant.

- Experience selling into **mid-market accounts** with multiple stakeholders and buyers.
 - Strong grasp of solution selling, consultative discovery, and ideally value-based sales.
 - Excellent presentation, negotiation, and written communication skills.
 - **Comfortable running product demos and discussing business value.**
 - Experience with CRM (not a specific one) and other modern sales tools.
 - Self-starter with a growth mindset who thrives in a dynamic, fast-paced environment.
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Nice to Have

- Specific industry experience you've built a network around
 - Familiarity with **Value-Based Selling**
 - Prior experience in a **high-growth startup** or rapidly scaling SaaS company.
 - Prior experience working with multi-national companies with U.S. operations
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Why You'll Love Working Here

- Competitive base salary + **uncapped commission plan**
- Comprehensive benefits package (medical, dental, vision, 401k)
- **Remote-first** culture
- **Unlimited PTO**
- Career development opportunities within a growing SaaS sales organization
- Collaborative, mission-driven team that values innovation and integrity