



# Director of Sales

For more than 25 years, Ingentis has been offering smart software solutions for the HR space. Our core product Ingentis org.manager is the worldwide market-leading solution for organizational charting and HR data visualization. It is being used by more than 1,800 of the largest organizations worldwide and integrated into leading HCM solutions such as Oracle HCM, SAP HCM, SuccessFactors, and many more.

At Ingentis Inc, you will be part of a dynamic, growing, and remote-friendly team with a startup mentality. We take pride in providing a diverse work environment where everyone counts and has the support to grow as a person and as a professional. Our core values are trust, reliability, honesty, and we value relationships and gaining the trust of customers over short-term business results.

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## Your key responsibilities

- Lead and grow the North America sales organization, managing AEs, AMs, and SDRs while owning new business and expansion quota.
- Drive consistent execution through structured weekly operating rhythms (1:1s, pipeline reviews, team huddles).
- Coach reps on prospecting, discovery, demos, and closing to improve productivity, close rates, and deal velocity.
- Personally support strategic opportunities and own part of the quota when required.

- Collaborate with RevOps to improve CRM hygiene, reporting, and forecast accuracy while tracking pipeline health and key KPIs.
- Partner with Marketing to convert demand into qualified pipeline and execute targeted campaigns for ICP accounts.
- Build scalable sales processes, best-practice playbooks, and clear role swim lanes across SDR/AE/AM functions.
- Lead hiring, performance management, and future team scaling plans, including comp models, org design, and career paths.

## Your Profile

- 5+ years of quota-carrying sales experience in B2B SaaS; at least 2+ years managing reps.
- Experience closing complex deals with HR buyers, IT stakeholders, or enterprise accounts.
- Proven success as a player-coach: you're just as comfortable in the trenches as you are in planning sessions.
- Strong coaching muscle: you can diagnose and improve performance across the full sales funnel.
- Data-driven mindset: you track KPIs and use them to inform strategy and action.
- Clear communicator who can influence across sales, marketing, product, and executive teams.
- Comfortable operating in a scale-up environment: fast pace, ambiguity, and evolving systems.

## What we offer

- Remote friendly (80% office/ 20% remote)
- Health, dental, and vision insurance
- 401k
- Collaborative and innovative team culture
- Flexible working time
- Modern office spaces
- Complimentary drinks and snacks

- Joint company events

## This is Ingentis

- You are part of a humorous team
- You have a wide range of tasks that you tailor to your strengths
- You work very independently and make progress
- You are in close contact with those responsible for the project and product
- You enjoy a lot of trust

**Apply Now**



If you have any questions you can contact our Recruiter Marcel Aflatoon on LinkedIn:  
[www.linkedin.com/in/marcel-aflatoon-81a9b8173](https://www.linkedin.com/in/marcel-aflatoon-81a9b8173)

Feel free to visit our website to learn more about us: [www.ingentis.com](http://www.ingentis.com)