



**Based in the United States; remote from the Nashville, TN area, with periodic travel to our Huntsville, AL office.**

Ingentis is a leading software provider for Organizational Analytics and Strategic Workforce Planning. We help organizations strengthen Organizational Performance by enabling them to become more performance-oriented, adaptable, and future-ready. Our solutions operate seamlessly and in real time, supporting continuous transformation and helping organizations respond quickly to change so their people can perform at their best. More than 2,000 customers worldwide, including a significant share of the Global Fortune 500, rely on Ingentis. Our solutions are used in more than 50 countries. With locations in Germany, the United States, France, and the United Kingdom, Ingentis has a strong international presence. As a premium partner to leading HCM platforms, including SAP, Workday, Oracle, UKG, and ADP, Ingentis integrates with more than 100 HR and IT systems to help organizations improve performance and build long-term readiness for the future.

At Ingentis, we foster an inclusive and collaborative environment where every individual is respected and valued. Our culture is grounded in trust, accountability, and authenticity. We focus on building lasting customer relationships and delivering long-term value through partnership, expertise, and results.

Ingentis is seeking a driven Commercial Account Executive to win net-new logos across a defined territory of accounts. This is a full-cycle role selling into large, complex organizations, typically several thousand to tens of thousands of employees, navigating organizational change and workforce planning. These are considered sales that move efficiently without becoming transactional. You'll convert a healthy flow of qualified pipeline from our SDR team, agency partners, marketing, and partner channels, while self-sourcing to supplement coverage in your territory. You'll own opportunities from qualification through close, engaging a focused buying group directly and running much of the cycle, including demos, yourself.

As part of a fast-paced and entrepreneurial team, you will build pipeline through targeted, personalized outbound and partner-led motions while effectively managing and converting a healthy flow of inbound marketing and partner-generated leads through disciplined follow-up and

discovery. You will serve as a trusted advisor to prospective customers and internal stakeholders throughout.

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## Your key responsibilities

### **Pipeline Generation**

- Generate and advance pipeline through targeted, personalized outreach across email, phone, LinkedIn, events, and partner channels.
- Develop and execute account plans, engaging multi-threaded buying groups across HR, people analytics, operations, finance, and IT.
- Partner directly with a SDR to discuss strategic outreach and created prospecting plans on key managed accounts.

### **Discovery and Solution Selling**

- Lead discovery conversations to understand organizational design, workforce planning, and HR priorities, translating insights into clear business cases and measurable value outcomes.
- Build and deliver your own demos and solution narratives tailored to each account, drawing on product experts where a deal warrants it.
- Position Ingentis solutions as strategic enablers of organizational performance, helping customers improve workforce visibility, organizational agility, and decision-making.

### **Deal Management and Contracting**

- Own the full sales cycle from first touch to close, keeping a high volume of concurrent deals moving with pace and discipline.
- Qualify quickly and rigorously, know when to lean in and when to walk, to protect the velocity your book of business will depend on.
- Navigate lighter-weight procurement and contracting efficiently, escalating for security or legal review only where a larger deal genuinely warrants it.
- Negotiate commercial terms and pricing in a way that balances customer value with Ingentis growth objectives.

### **Internal Collaboration**

- Partner closely with SDR, Customer Success, and Marketing to shape customer narratives and ensure a seamless transition from sale to implementation.

- Provide structured field feedback on market trends, competitive dynamics, and customer needs to help inform product roadmap and go-to-market decisions.

### **Operating Discipline**

- Maintain an accurate and current pipeline forecast in Salesforce, supported by clear activity tracking, stakeholder mapping, and opportunity documentation.
- Leverage the sales technology stack, including sequencing, enrichment, intent, and analytics tools, to prioritize outreach, refine messaging, and continuously improve performance.

### **How You'll Make an Impact**

- Success will be measured by net-new customer acquisition and new ARR generation across a higher volume of commercial deals, supported by a healthy mix of lead-driven and self-generated pipeline and consistent execution across the full sales cycle.

## **Your Profile**

### **Required**

- 5+ years of B2B software sales, with at least 3 in full-cycle closing.
- Track record of meeting or exceeding quota across a high volume of concurrent opportunities in your sales cycles, comfortable running a full funnel, not a handful of marquee deals.
- Proven ability to self-generate a meaningful portion of pipeline through targeted outbound prospecting and ecosystem or partner-led motions, not solely through inbound lead follow-up.
- Able to run most of the sales cycle independently, including your own product demos.
- Proficiency in Salesforce and modern sales tools, including sequencing, intent, and enrichment platforms, with strong discipline in maintaining accurate pipeline, activity, and account records.
- Strong qualification discipline and a sense of ownership, urgency, and adaptability — a builder's mindset suited to a greenfield market.

### **Nice to have**

- Exposure to HR technology ecosystems and cloud-based platforms, including SAP SuccessFactors, Workday, UKG, and related HRIT, analytics, and workforce transformation solutions.
- Familiarity with HR data structures, role-based access concepts, and the business impact of workforce planning, organizational design, and operational efficiency initiatives.

# What we offer

- Primarily remote (Nashville, TN area), with periodic travel to Huntsville, AL
- Health, dental, and vision insurance
- 401k
- Collaborative and innovative team culture
- Flexible working time
- Modern office spaces
- Complimentary drinks and snacks
- Joint company events

**Apply Now**



If you have any questions you can contact our Recruiter DeeDee Ransburgh

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