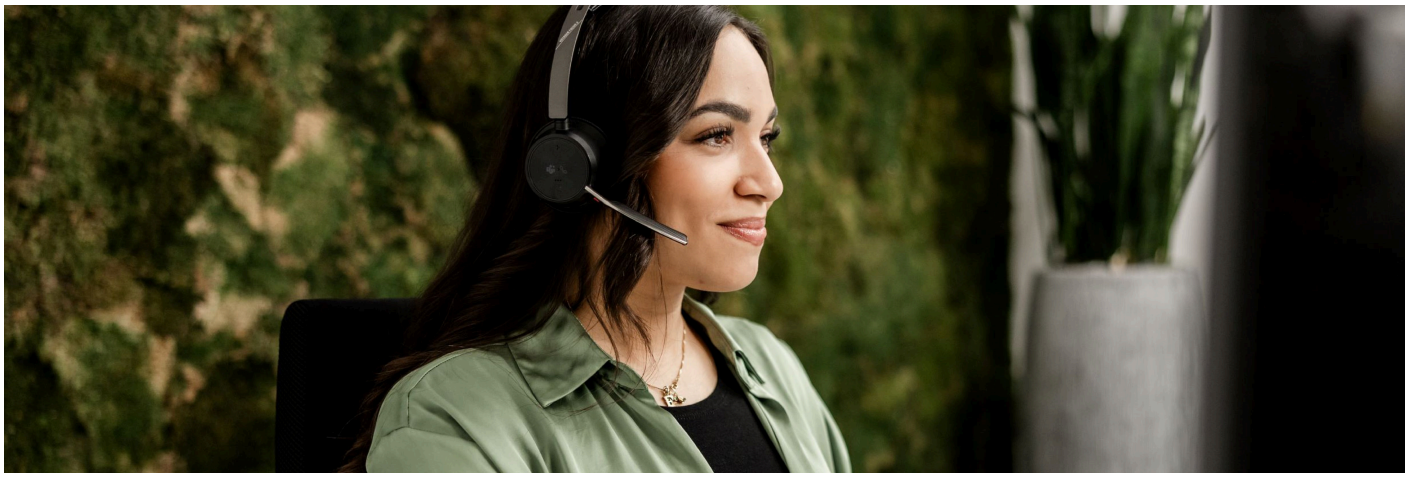


Enterprise Account Executive

Based in the United States; remote from Nashville, TN, or primarily on-site in Huntsville, AL

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 high-performing Enterprise Account Executive to drive net-new revenue within large, dynamic enterprise organizations navigating organizational transformation, workforce change, and operational complexity. In this role, you will engage senior leaders across HR, operations, finance, and technology while managing complex, multi-stakeholder sales cycles that often include security, legal, procurement, and executive stakeholders.

As part of a fast-paced and entrepreneurial team, you will be expected to build pipeline through strategic, highly personalized outbound and partner-led motions, while also effectively managing and converting a healthy flow of inbound marketing and partner-generated leads through thoughtful, disciplined follow-up and discovery. You will manage complex sales cycles from initial

engagement through contract execution and serve as a trusted advisor to both prospective customers and internal stakeholders.

Apply Now

Your key responsibilities

Pipeline Generation

- Proactively generate and advance pipeline through targeted, personalized outreach across email, phone, LinkedIn, events, and partner channels.
- Develop and execute strategic account plans for high-value target accounts, engaging multi-threaded buying groups across C-Level, HR, operations, finance, IT, and procurement.

Discovery and Solution Selling

- Lead strategic discovery conversations with prospective customers to understand organizational design, workforce planning, and HR transformation priorities, translating insights into compelling business cases and measurable value outcomes.
- Partner with leadership and product experts to shape and deliver compelling demos and solution narratives tailored to each account.
- Position Ingentis solutions as strategic enablers of organizational performance, helping enterprise customers improve workforce visibility, organizational agility, decision-making, and transformation readiness.

Deal Management and Contracting

- Own the full sales cycle from initial engagement through close, including security assessments, legal review, information security requirements, and procurement.
- Identify and remove barriers throughout the sales process, coordinating with internal stakeholders as needed to maintain momentum and progress opportunities effectively.
- Negotiate commercial terms, pricing, and multi-year agreements in a way that balances customer value with Ingentis growth objectives.

Internal Collaboration

- Partner closely with Product, 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 in this role will be measured by net-new customer acquisition and new ARR generation, supported by a healthy mix of lead-driven and self-generated pipeline, as well as consistent execution across complex, multi-stakeholder enterprise deals.

Your profile

- 8+ years of B2B software sales, with at least 5 in full-cycle enterprise closing to C-level.
- Exposure to enterprise HR technology ecosystems and cloud-based platforms, including SAP SuccessFactors, Workday, UKG, and related HRIT, analytics, and workforce transformation solutions within complex enterprise environments.
- Familiarity with HR data structures, role-based access concepts, and the business impact of workforce planning, organizational design, and operational efficiency initiatives within enterprise organizations.
- Demonstrated track record of meeting or exceeding quota while leading complex, multi-threaded opportunities that include security, legal, and procurement review processes.
- 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.
- Proficiency in Salesforce and modern sales tools, including sequencing, intent, and enrichment platforms, with strong discipline in maintaining accurate pipeline, activity, and account records.
- Comfort operating effectively in large enterprise environments while bringing a strong sense of ownership, urgency, adaptability, and a builder's mindset.

What we offer

- Remote friendly
- 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 Luke Oakley

Take a look at our webiste: www.ingentis.com