

# Vice President, Enterprise Sales

ACME • San Francisco, CA (Hybrid)

Full-time • Executive Level

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## About ACME

ACME is the global leader in CRM, empowering companies to connect with their customers in entirely new ways. Built on our core values of Trust, Customer Success, Innovation, and Equality, we're transforming how businesses engage with their customers across sales, service, marketing, and more.

## The Opportunity

We're seeking an exceptional **Vice President of Enterprise Sales** to lead our North American Enterprise segment and drive the next phase of our growth. This is a high-impact role where you'll build and scale a world-class sales organization, own significant revenue accountability, and work directly with C-suite executives at Fortune 500 companies.

As VP of Enterprise Sales, you'll lead 60+ enterprise account executives, own \$180M+ in ARR quota, and play a critical role in shaping our go-to-market strategy. This is an opportunity to make your mark at one of the world's most innovative technology companies.

## What You'll Do

- **Lead & Scale:** Build and develop a high-performing team of 60+ enterprise sales professionals across multiple regions
- **Drive Revenue:** Own and deliver \$180M+ ARR with full P&L accountability and strategic planning responsibility
- **Strategic Execution:** Develop and implement sales strategies that accelerate pipeline growth and increase win rates
- **Customer Relationships:** Build and maintain executive relationships with C-level stakeholders at our largest accounts
- **Sales Excellence:** Drive operational rigor through accurate forecasting, process optimization, and data-driven decision making
- **Talent Development:** Coach, mentor, and develop the next generation of sales leaders
- **Cross-functional Leadership:** Partner with Product, Marketing, Customer Success, and Channel teams to deliver integrated solutions
- **Innovation:** Champion new sales methodologies, tools, and approaches that improve team productivity

## What You Bring

### Required Qualifications

- 12+ years of progressive B2B sales experience with at least 5 years in VP-level or equivalent leadership roles
- Proven track record of building and scaling enterprise sales teams of 50+ people
- Demonstrated success managing \$100M+ ARR quotas and consistently exceeding targets
- Deep expertise in complex, consultative sales with 6-12 month sales cycles

- Experience selling SaaS solutions to Fortune 500 enterprises
- Strong executive presence with ability to engage C-suite buyers
- Bachelor's degree required; MBA preferred

## What Sets You Apart

- Experience in CRM, cloud infrastructure, or enterprise software markets
- Track record of building sales teams from early stage through scale
- Expertise in account-based selling and strategic account management
- Strong analytical skills with proficiency in ACME, sales analytics tools
- History of developing talent - multiple direct reports promoted to leadership roles
- Experience with channel/partner sales models
- Passion for coaching and developing high-performing teams

## Leadership Competencies

- Strategic thinking and business acumen
- Exceptional communication and executive presence
- Data-driven decision making
- Change management and organizational development
- Cross-functional collaboration
- Diversity, equity, and inclusion advocacy

## Compensation & Benefits

### Total Target Compensation: \$975,000

- **Base Salary:** \$325,000
- **Variable Compensation:** \$650,000 (at 100% quota attainment)
- **Equity:** RSU grant valued at \$500,000 (4-year vesting)
- **Sign-on Bonus:** \$100,000

### Comprehensive Benefits Package

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| • Premium medical, dental, and vision coverage | • 401(k) with 6% company match                     |
| • Flexible PTO policy                          | • \$5,000 annual professional development budget   |
| • Executive coaching program                   | • Wellness reimbursement (\$1,200/year)            |
| • 8 paid volunteer days (VTO)                  | • Paid parental leave (26 weeks primary caregiver) |
| • Employee stock purchase plan (15% discount)  | • Relocation assistance available                  |