



Job Description

Job Title:	Sales Executive
Salary:	£27-£40K depending on experience
Hours:	Full-time, 40 hours per week
Location:	Swanwick Marina, Southampton Hybrid (3-4 days in the office)

Overview

3R provide an automated back-office platform, 100% funding and recruitment specific support solutions to recruitment agencies. We also support talented recruiters looking to start-up and grow their own recruitment business.

We're looking to increase our client portfolio with a new position in our Sales team. The successful candidate will play a key part in bringing new customers to 3R. The bulk of their time will be engaging with customers and potential customers to understand their needs and assess how 3R can support. They will also work closely with both the Marketing and Account Management functions in the business and be an important person to help us deliver our growth strategy.

Role Description

Primarily, you'll provide proactive support within the Sales team and engage with customers throughout the sales process to achieve our targets.

You will be supporting growth by qualifying inbound leads, spotting opportunities and carrying out platform demos.

You will also create sales proposals and co-ordinate diaries. All the while, you'll be proactively developing fantastic, value-adding relationships and building trust.

The role will involve ongoing verbal, written contact with customers and prospects- with opportunities for face-to face networking.

Over time you will be expected to grow, develop and be a 'face' of 3R to your own network of recruiters on LinkedIn- using a variety of sources.



The successful candidate will play an important role in increasing our client-base, by long-term, relationship sales and networking. They will need to build new relationships, focusing on targeted sectors / locations and bring new customers to 3R.

They will also work closely with both the Marketing and Account Management functions in the business and play an important role in our growth strategy.

This role would suit someone leaving, or wanting a change from the Recruitment sector, Recruitment tech SAAS sales.

Responsibilities

These are the responsibilities, requirements, and accountabilities for this role:

- Proactively build your own network of recruiters on LinkedIn- targeting sectors / locations, to fulfil our sales strategy.
- Deal with inbound enquiries, quickly – by phone, email and messaging.
- Seek to fully-understand prospects needs, ambitions, identify opportunities, and take interest in their future goals.
- Be curious and always be prepared to go the extra-mile
- You will be the face of 3R to prospective customers and so will need to be friendly, approachable, able to question and listen effectively, to achieve positive outcomes and build trust.
- Multi-channel lead nurture activity- social, email, messaging, calling and face to face- where appropriate.
- Sales pipeline management
- Great attention to detail, organisation and diary management
- Creating and sending detailed proposals which are relevant to the needs of the customer
- Supporting and attending partnership activities (regional meetup's, lunches, networking events) with associated partners in our network
- We have many partner relationships with complementary products and services across the recruitment industry. You will develop an understanding of other essential software, and advisory services to help support customers in building robust, integrated, efficient, and best-value processes.
- Social media is key to our ongoing growth and development. You will be proactive on social media channels (particularly LinkedIn), engaging, contributing, and providing opinion with customers, partners, industry leaders and influencers.
- Your ultimate objective will always be focused on delivering the best possible customer experience leading to a long-term growing relationship with 3R.



Person Specification

Knowledge, Skills & Experience

- You'll possess excellent face-to-face, telephone and email communication skills
- Curiosity and positivity will be key to you – you'll have an ability to seek out and nurture opportunities.
- You are organised and methodical and can effectively manage enquires and the sales pipeline.
- You have exceptional relationship building skills – you have an ability to communicate effectively with a variety of stakeholders and different personalities.
- You'll be a self-starter, who will proactively take the lead and use initiative as required.
- You'll be efficient in using MSO products such as PPT, Word and Excel.
- Experienced at identifying potential 'blockers' and co-ordinating with wider team/s and to find solutions.
- You are likely to have recruitment experience, or at least a firm understanding of recruitment processes and practices.
- Ideally, you'll be proficient in HubSpot CRM or familiar with CRM systems that manage client communications, sales pipelines, contact strategies and social posting.
- You have an ability to, and willingness to learn technical aspects of how our CRM and back Office digital platforms operate for recruiters, end clients and candidates.
- You'll progress to be able to deliver platform demos to a high standard and showcase 3R systems and processes to prospective customers.

Qualifications

- More than specific qualifications, for us it's all about experience in a similar role, environment and industry
- We also hire based on cultural fit as you'll be a core member of our team