



SECURE MORE. LIMIT LESS.

# Zero in on your potential

**Regional/Area Director  
Central/Western US and Canada  
Candidate Briefing Pack**



# Welcome from the hiring manager

I am looking forward to meeting you and sharing more about the exciting journey that we are on at Skybox Security. I hope over the course of exploring the opportunity that you'll discover this is a team that really gets it. We have a great vision. The momentum is with us. And it's a moment of great opportunity for Skybox.

I joined this company because of the significant value proposition that we have to offer enterprise customers. Skybox Security takes the guesswork out of security by providing full, context-informed network visibility. Our customers can see which of their vulnerabilities and assets are most exposed to potential threats, enabling them to create more targeted and effective remediation strategies. The enterprise demand for these insights couldn't be clearer. This is a strategic platform. Not a point product. It's a more meaningful conversation around security posture management that captivates CISO attention.

If you're looking for a proposition that can create multi-million-dollar subscription-based opportunities. If you want to sell innovative solutions that are already receiving high acclaim from the independent analyst community. If you're keen to lead from the front, inspire people, and build on our already incredible culture. Then this could be the opportunity you've been looking for.

**Tom Gleason**  
VP Sales, Skybox Security





# The problem we solve

The rapid expansion to cloud, accelerated growth of IT assets, and a shortage of skilled talent, leave organizations struggling to understand and address their cyber exposure to avoid damage to their business and reputation.

CISOs and CIOs must contend with massive, fragmented networks, misconfigurations, manual change management processes, and an exponential increase in vulnerabilities and threats. In 2020 alone, there were over 18,000 new vulnerabilities, a 128% year-over-year increase in new trojans, and a 106% year-over-year increase in ransomware samples.

In this dynamic market, security posture management is difficult. Without gaining full context and understanding of their attack surface, security teams are unable to effectively identify and remediate potential threat vectors in time or ensure their security controls are compliant with corporate policies and regulatory requirements.

Skybox provides the visibility, context, and intelligence that CISOs and CIOs need to reduce cyber exposure and make informed decisions on their security programs.



# Life at Skybox Security

I joined Skybox in 2019 because I appreciated how they valued me as an individual: I had just returned from maternity leave and I was recruited as such, a young mother ready to work and have a balanced life. We work with different cultures and benefit from this international cultural wealth. To pursue my growth, I was able to receive sales trainings that allowed me to become a better professional and provide more value to my co-workers and customers.

Maria de Germond  
**REGIONAL SALES DIRECTOR  
FRANCE**



# Our clients

Skybox has helped over 500 enterprises and government organizations unlock exponential business value by improving their security efficacy.

ageas

AON

BURBERRY



ESTÉE LAUDER

FUJI xerox



HENRY SCHEIN®



M&T Bank





# Our leadership team



**Gidi Cohen**  
CEO and Founder



**Ami Ben-Dror**  
CEO and Founder



**Claire Darling**  
Chief Marketing Officer



**Ron Davidson**  
CTO & Vice President,  
R&D



**Moti Dror**  
EVP, Services & Cloud  
Operations



**Paula Ewanich**  
Chief People Officer



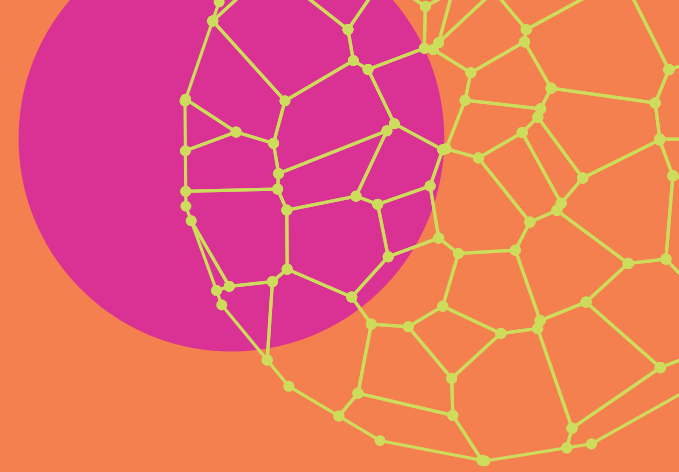
**Haggai Polak**  
Chief Product Officer



**Rob Rosiello**  
Chief Revenue Officer



# Reasons to join Skybox Security



## Propositions that resonate with CISOs

A proposition that helps CISOs to see their entire attack surface is rare. As a result, you'll be uniquely positioned to provide prospects with the insight, use-cases, and technology to make faster, smarter decisions that ultimately enable them to prevent breaches. It's a compelling proposition that opens doors.



## Incredible momentum

Skybox Security has just reported the strongest quarter in its 19-year history. They've delivered a 30% year-on-year increase in new business growth in 2021, whilst also seeing 4-times growth in their subscription business from new customers. The momentum is building.



## Empowering environment

Be part of a well-funded business that invests in developing people and technology to enable you to do your best work. This is a unique opportunity to grow, innovate, and make a measurable mark at a pre-IPO firm that's disrupting the cyber security market.



## Consistent product innovation

Starting with the invention of the first commercially available cyber-attack simulation engine, Skybox Security has a track record of two decades of product innovation. They are dedicated to continuous product innovation that identifies and proactively mediates critical attack vectors ahead of an incident.



## Highly rated by industry analysts

Whether it's being classed as a next-generation Vulnerability Management solution through to being rated the best Network Security software of 2021, Skybox Security continues to garner substantial industry recognition. The independent IT analyst community rate our completeness of vision and ability to execute.



# Our culture



## Lead With Trust

Our team is diplomatic, humble, inclusive, and helpful. We trust each other's expertise and work collaboratively to achieve common goals.



## Celebrate achievements

At Skybox, we always recognize great work. Your contributions matter. And we celebrate those individual, team and company-wide accomplishments.



## Focus on the customer

Our success lies in the great relationships that we have with our customers. We work together to tackle our customers' security challenges and deliver business value.



## Develop our skills

We offer the perfect environment to advance your career, optimistic, supportive, and always dedicated to learning more. Everyone at Skybox works with a growth mindset.



## Take Ownership

Skybox employees share a relentless commitment to solving problems. We work together to innovate and tackle some of the industry's biggest challenges.



## Listen

We value effective communication at Skybox. Our employees are curious, respectful and sincere. We have an open door policy at Skybox - everyone has a seat at the table.





# Life at Skybox Security

I chose to join the Skybox team because their solution offers a value proposition that is extremely relevant at all levels, especially the C-Suite, within IT organizations. Network Security is top of mind to all organizations. I previously worked with current Skybox sales management team members and they are very knowledgeable when it comes to providing the structure and resources to successfully support the sales organization and generate company revenue. The strong Skybox value proposition, culture, professionalism and my successful past history with team members were the key driving factors in my decision to join the Skybox team.

Angela Lemay  
**REGIONAL SALES DIRECTOR  
UNITED STATES**



# Benefits of joining Skybox Security



MEDICAL PLAN



VISION PLAN



UNLIMITED PTO



LIFE INSURANCE



DENTAL PLAN



SHORT-TERM  
DISABILITY INSURANCE



SPENDING & HEALTH  
SAVINGS ACCOUNT



FINANCIAL  
SECURITY



# Highly rated solutions

2021 WINNER  
**SCawards**

Best Vulnerability  
Management Solution  
**2021 SC Awards**



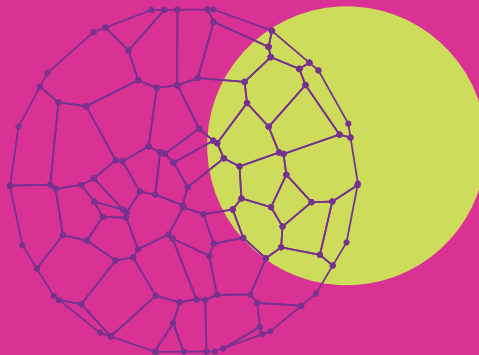
Global InfoSec Award for Next-Gen  
Vulnerability Management  
**Cyber Defense Magazine**

**THREAT.  
TECHNOLOGY**

Top Cybersecurity  
Companies of 2021  
**Threat Technology**

**TRUIST** 

Top 30:  
Key Private Companies  
**Truist Financial**





# Trusted by investors

Skybox have been trusted by investors, raising \$344M over 11 rounds of funding.

**CVC**

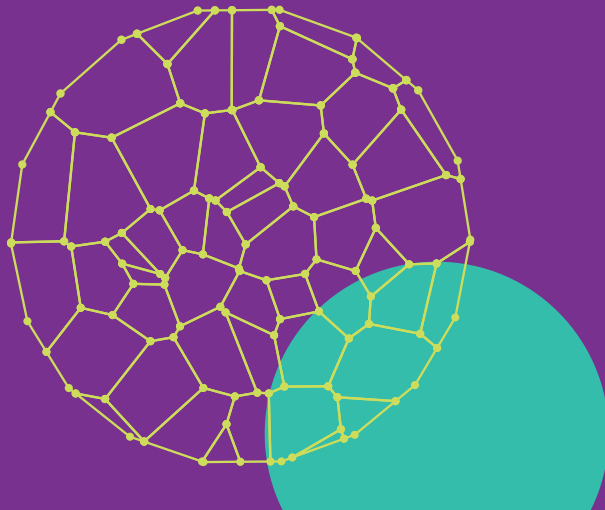
CVC Capital Partners

  
**PANTHEON**

Pantheon Ventures

 **PROVIDENCE**  
EQUITY PARTNERS

Providence Equity



# The interview process

Skybox Security believes in putting you at the center of the interview process. Of course, there will be the skills and experience-based questions that you'd associate with a sales leadership position. But Skybox uniquely encourages candidates to design their own experience. Ensuring you meet the people you need to meet to get as much insight and information as possible to make the best possible career decision.

You are welcome to talk to any of the team at Skybox including your potential new team, your peers, marketing, customer care, R&D, and the senior leadership team. Here are just a few people you might meet along the way.

**Tom Gleason** – VP Sales North America

**Terry Olaes** – Director, Sales Engineering, NA

**Rob Rosiello** – CRO

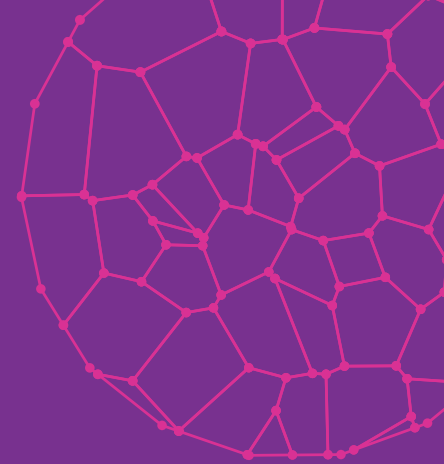
**Paula Ewanich** – Chief People Officer

**Gidi Cohen** – CEO and Founder



# Regional/Area Director

## Central/Western US and Canada



### Opportunity for Impact:

Reporting to the Vice President N. America Sales, Tom Gleason, Skybox Security is seeking a Regional/Area Director (RD) who will lead the Central/West US Region and Canada in N. America and be a sales leader to produce exceptional results driving and growing regional revenue. The RD will directly manage a sales team located in the Central and Western US and drive sales to the enterprise customer base leading subscription and SaaS business model in the region. The Regional Director will create, organize and execute the sales, account management, customer, partner relationships to meet sales targets. This leader is an impact player with experience in selling motions and is balanced between client/partner facing and operational strengths. Growth and new customer acquisition will be the focus of the role.

### Today's Challenge

Transformation and strategic initiative at the core of the company is to move from perpetual license to subscription and ultimately to a SaaS business model. Currently the business is performing well in this transition with a growing percentage of net-new business already in a subscription model. This must be continued and accelerated whilst also transforming existing customers from product-centric to solution and portfolio adoption focused sales. The leader must balance in-quarter results, while building a multi-quarter and targeted approach to building the Central/West US and Canada; targeting within the Ideal Customer Profile and nurturing critical partnerships to expand market opportunities.

### Role and Responsibilities

- Guide and manage the activities to ensure that the regions sales goals and objectives are exceeded.
- Create and execute multi-quarter sales plans, including strategies, goals, and quotas.
- Guide, coach, mentor and lead the Regional Sales Directors (RSD's) or sales representatives located the Central and West territories.
- Develop and execute a business plan and sales cadence to acquire new logos throughout the region and to expand business within existing enterprise customers.
- Assist Partner and Channel sales and manage relationships within the region. Nurture partner relationships ensuring consistent revenue generating opportunities.
- Demonstrate a high level of domain knowledge and market awareness, including the key industry issues and trends, key competitors where appropriate, customer insights and business drivers.
- Develop and effectively present Skybox's value proposition, roadmap and vision.
- Provide direction including demand generation tactics and Account Based Marketing initiatives.
- Recruit, mentor, and lead a high-performance enterprise sales organization spanning across the Central/West US Region.





# Regional/Area Director

## Central/ Western US and Canada

### Professional Qualifications

- Established success in leading a significant and successful revenue driven organization, ideally within a high-growth, B2B Security, software/SaaS company with complex offerings to enterprise customers.
- Proven success in designing, building, and executing a go-to-market strategy in the Central/West region of the US including sales, business development, pricing, customer retention and customer success.
- 2+ years of regional sales management experience
- 7+ years of sales experience in the enterprise software ecosystem and/or network security industry (security infrastructure experience preferred)
- Past experience with SFDC as forecasting tool and sales methodology (MEDDPIC) is preferred
- Understanding of the channel operating models and experience with security infrastructure VAR's
- Expert in new business acquisition, negotiation tactics, cross/up selling through complex account management, and business development for an enterprise software business.
- The ability to reliably plan, forecast and consistently produce accurate and predictable revenue reports around lead generation and sales pipeline.
- Strong leadership skills couple with evidence of achieving quota's in the high growth marketplace
- Experience in long strategic sales cycles selling 6-figure, 7-figure and 8-figure solutions where partners are critical to success.
- Organized, operationally strong and commercially astute with a strong understanding of financial processes and business modelling.

### Professional Characteristics

- Entrepreneurial mindset, high energy, can-do attitude, adaptable and result driven. Strong drive to build a business and drive new logo's
- Strong leadership and team development skills as well as a proven track record building, coaching, motivating and upskilling a team. Strong role model and mentor with A+ listening and coaching skills.
- Results-oriented by nature and committed to achieving goals and winning in the N. American market.
- Highly collaborative and hands-on, excellent relationship building skills, with an ability to prioritize, negotiate, and work with a variety of stakeholders.
- Ability to represent the company with credibility and build strong relationships both internally and externally.
- Team player attitude, with the desire to get involved with an extended team, in a collaborative and dynamic growing environment.
- Demonstrate strong initiative and ability to think creatively with excellent presentation, written and overall communication skills





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