



Get ready to shape the future

**VP SALES AND CUSTOMER SUCCESS
CANDIDATE BRIEFING PACK**



**We are on a mission
to enable humanity to
achieve its full potential
by closing the skills gap.**



A MESSAGE FROM THE CEO

Say hello to new growth opportunities

Thank you for taking the time to learn more about this VP of Sales and Customer Success opportunity at Workera. As we transition from a start-up to a scale-up, we seek a motivated leader to play a critical role in shaping our global sales function. Over the next six months, we have ambitious plans to enhance the growth of our sales team, and your expertise will be invaluable in achieving this.

Since our inception in 2019, we have quickly established ourselves as market leaders in the educational technology space, harnessing the power of AI to create an exceptional product offering that sets us apart from competitors.

It's an exciting time to join the team at Workera. We have a strong market presence and an impressive executive team, including education technology domain experts, psychometricians, and pioneers in machine learning.

If you have experience in successfully navigating the challenges of a scaling company, a comprehensive understanding of the sales cycle, and a genuine passion for mentoring and leadership, this position is tailor-made for you and has the potential to be a defining point in your career.

I look forward to receiving your application and meeting with you soon.

Kian Katanforoosh

KIAN KATANFOROOSH
CEO AND FOUNDER



ABOUT WORKERA

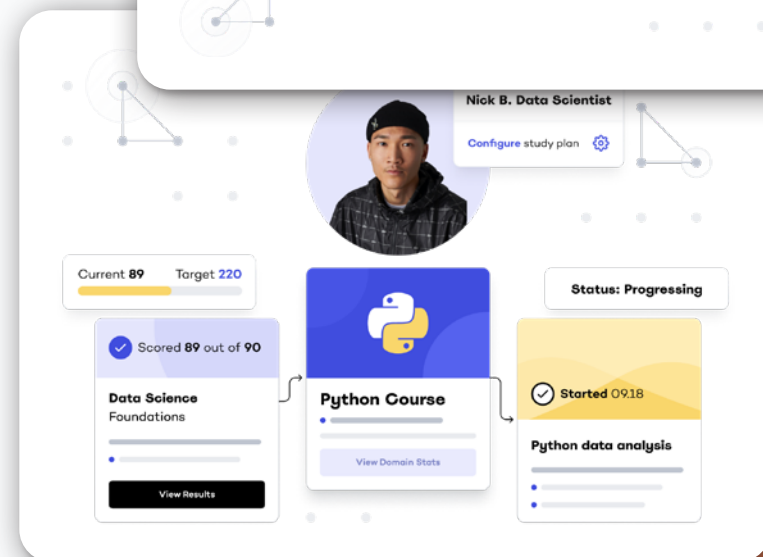
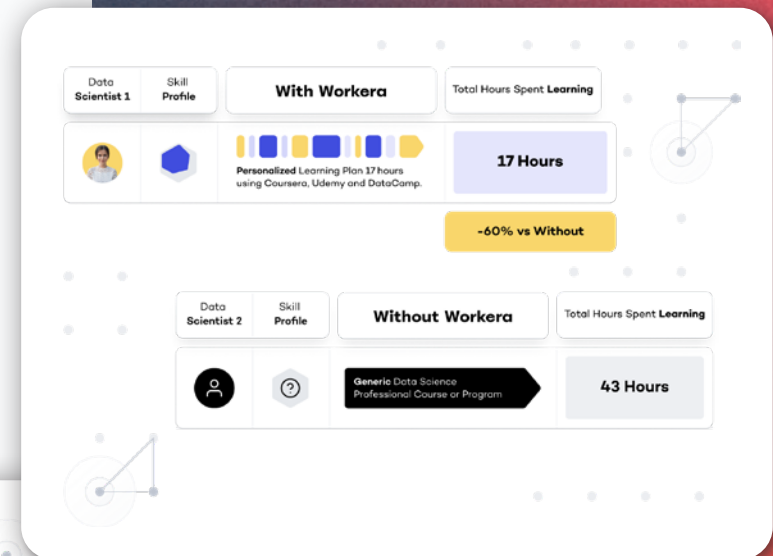
Groundbreaking solutions as standard

Workera exists to level the playing field by providing an accurate way to measure skills and close the identified gaps, so that we can work toward a more meritocratic society.

Using a pioneering approach, we generate assessments for enterprise employees, then assign actionable strategies that can upskill them at eight times the rate of other solutions, maximizing ROI.

Our smooth integration with free and paid content providers allows learners to be directed to specific sections within various courses, catering to each skill identified in their plan. This ensures that they can effortlessly navigate through a wide range of content while remaining fully engaged with the course material.

The market appetite for bespoke training solutions is ever-growing. We've created over 75,000 learning plans and measured 3.2 million skills, and with new emerging markets in government and channel partnerships, we're only just getting started.



CORE VALUES

What makes us Wookiees?



We are Brilliant

We are incredibly good at what we do and we find ways to help the company get better.



We are One team

We lead with altruism, lifting others up and investing in our fellow team members.



We are constantly Learning

We embrace hard problems and know discomfort pushes us to grow.



We are Discerning

We approach problems methodically and know the difference between efficiency and effectiveness.



We are BOLD

REASONS TO JOIN

A company you'll be proud to be part of



An impactful career

We're solving a massive problem for enterprises and individuals, and your work here will have an immediate and measurable impact.



Work with the best

We hire world-class experts in their fields, proven startup operators, and people with a mindset towards disruption and action.



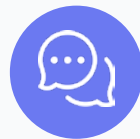
A diverse team

Our multicultural team spans 24 countries, transcending geography, culture, and language. We are driven to create a skills-based, meritocratic world.



Flexible working environment

We are a remote workforce, operating across continents and time zones. We leverage practices like asynchronous communication to ensure our global team can be fully part of our company.



Transparent communication

We believe in radical transparency—it's how we build trust. We support each other in our curiosity and creativity through thoughtful discussion, mentorship, and knowledge-sharing.



Coming off our recent Series-B Fundraise, Workera is on a course to double our ARR and Sales Organization Headcount within the next 12 months, making this an opportunity where you will have a massive impact on the company's growth.



OUR CLIENTS

Trusted to help turn global enterprises into future-proof organizations

accenture

maxis

MERCK

SAMSUNG

SIEMENS
energy



THE CULTURE

Be a part of a team where empowerment is commonplace



"As I started to think about my next career move I told myself that if I was going to take the time away from my son it had to be something meaningful, exciting, and where I can really see the impact I make, and then I found Workera. I was so incredibly inspired by the team, the vision, the unique fit in the market and I jumped at the opportunity. I haven't looked back since- I consider myself lucky to be surrounded by such smart, driven people and helping to build a team that is going to revolutionize the world of Workforce Tech and Skills Measurement."

FALEN MILTON, HEAD OF PEOPLE



BENEFITS

Access amazing benefits from day one



Flexible, Remote Work

Our staff are located across the globe. We trust them to work in a way that best suits them.



Health Insurance

We offer a variety of insurance options, and typically pay for 90-100% of your coverage.



Parental Leave

We provide up to 12 weeks of paid time off for parents welcoming a newborn or newly adopted child.



Flexible PTO

We are a strong advocate of flexible work and offer unlimited PTO on top of a generous universal holiday calendar.



Learning & Development Stipend

We offer an annual \$3,000 L&D stipend to empower our employees' professional growth & development.



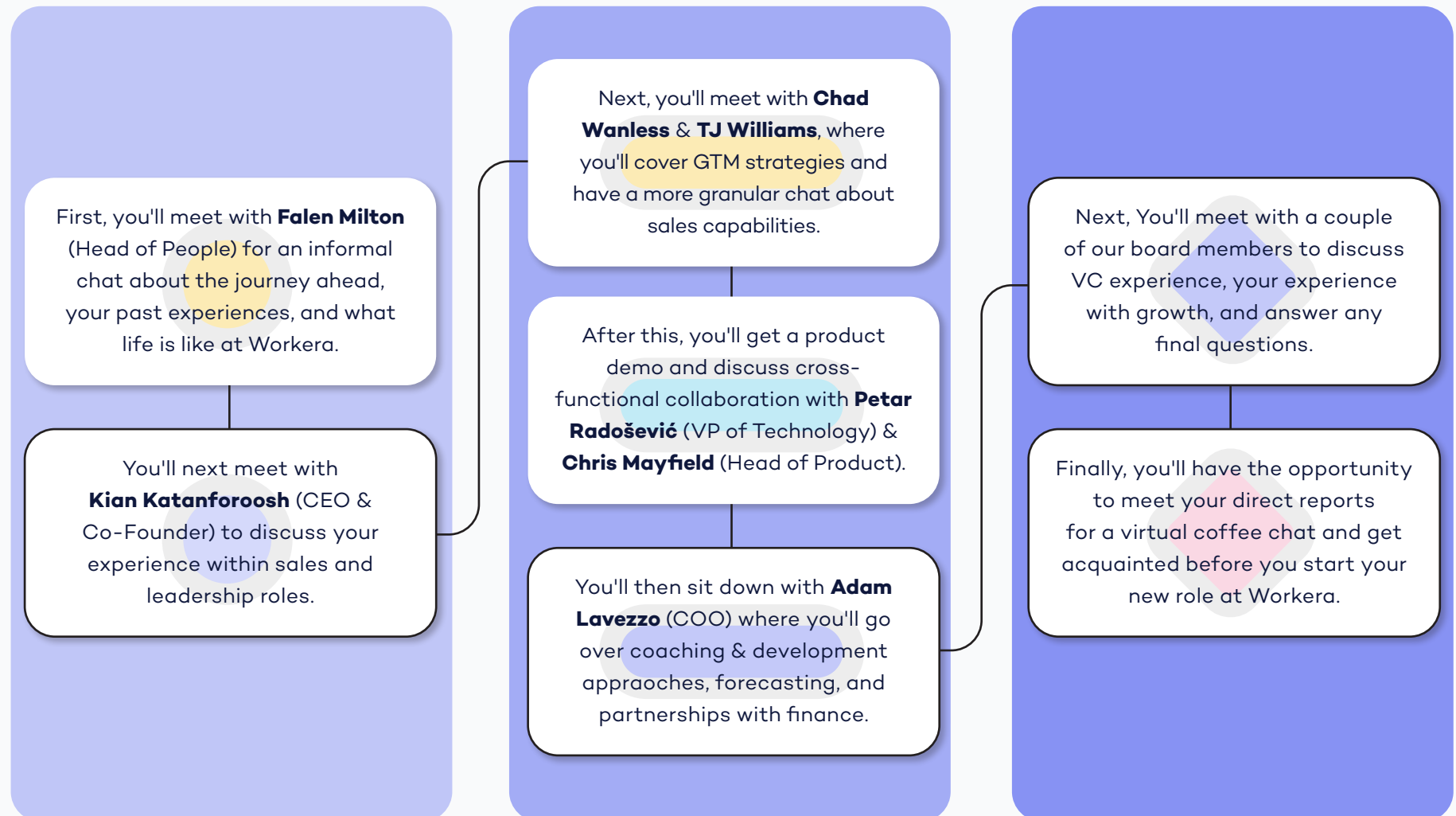
Home Office

To enhance your work-from-home experience, we extend a \$500 allowance for home office purchases.



INTERVIEW PROCESS

Get excited for the next step



THE OPPORTUNITY

VP of Sales and Customer Success

We are looking for a dynamic and results-driven individual to join our team as the VP of Sales & Customer Success.

In this role, you will be responsible for leading and managing our Sales and Customer Success teams. You will guide our Enterprise Account Executives to achieve outstanding results, develop and execute Federal sales strategies, oversee partnerships, customer retention, ensure exceptional customer experiences and optimize the performance of our Sales Development Representatives (SDR) team.

This is a key leadership role that requires strong sales acumen, a data-driven mindset, proven managerial skills, and the ability to drive revenue growth in a fast-paced environment.



THE OPPORTUNITY

VP of Sales and Customer Success

Responsibilities:

- Set clear objectives, goals, and revenue targets for each team, aligned with the business objectives.
- Foster a high-performing, innovative, and collaborative sales culture.
- Develop and mentor team members, and provide regular coaching and feedback.
- Build strong relationships with key enterprise clients, while identifying sales opportunities.
- Develop and implement a sales strategy for the Federal sector.
- Identify and cultivate strategic partnerships to drive business growth and expand market reach.
- Collaborate with internal teams, to develop joint value propositions, and sales enablement tools for partners.
- Oversee the Sales Development Representatives responsible for prospecting and qualifying leads.
- Implement efficient sales processes and workflows to enhance productivity and effectiveness.
- Collaborate with Marketing to develop lead generation campaigns with optimized conversion rates.

Experience:

- Proven experience as a successful sales leader, preferably in a high-growth technology company.
- Experience being part of a company from series B+.
- Track record in managing and motivating sales teams, achieving targets, and driving revenue growth.
- In-depth knowledge and understanding of enterprise sales cycles and the Federal sales landscape.
- Experience in building and nurturing strategic partnerships to drive business growth.
- Excellent communication, negotiation, and interpersonal skills.
- Strong analytical and problem-solving abilities.
- Ability to thrive in a fast-paced, results-oriented environment.



