

Head of Sales



Built-ID

£80K - £90k basic, OTE £150k - £180k, plus equity

London / flexible working

Award-Winning PropTech on a mission to make changemaking easy. We're a social impact (B-CORP) start-up looking for an experienced and entrepreneurial Head of Sales to join our fast-growing company.

The Company Featured as one of the PropTech companies changing real estate forever, Built-ID is a social impact tech-for-good company focused on building better, more sustainable places.

Our award-winning community engagement platform, 'Give My View' allows communities and hard-to-reach groups to shape the places in which they live, work & play. Using gamification and behavioural psychology mechanics, our engagement platform ensures that diverse demographics and hard to reach groups who wouldn't typically engage are incentivised to do so and be part of the change making process.

At the same time our platform makes it easy for clients to identify and action robust data driven decisions that align their project with the priorities and preferences of the people who will be impacted.

Give My View connects real estate developers, local authorities and community stakeholders during the public consultation process, and captures real-time feedback that mitigates risk and achieves ambitious project outcomes across the entire community.

We're not just used by real estate developers to gain planning permission or retail repositioning, but also to enhance and track ESG, as our software ensures that diverse voices are empowered, and social needs are demonstrably at the centre of progress.

The figures speak for themselves – engagement is 2000% higher than with traditional consultation exercises, with an average of 1,900 local community members collectively sharing 12,000 pieces of feedback per project.

We consistently generate unprecedented community engagement results for industry leaders, including Grosvenor Estate, Manchester Arena, RBKC, Ealing Council, Legal & General, RWE, Cadogan Estates and many more, both in the property industry and increasingly beyond.

Our Ideal Candidate

You have a demonstrable track record of prior successful B2B sales leadership and achievements of £5 - £10 million in ARR in a high-growth environment gained in the property and real estate sector and even better if you have B2B software sales or SaaS experience.

You are a sharp, energetic, detail-oriented and commercially astute individual with a deep understanding of B2B sales methodology.

You thrive on a challenge and are looking for an opportunity to take your sales and entrepreneurial experience to the next level.

What you'll be doing

- Responsible for Building, managing and coaching the Business Development team; creating a methodical, consultative, data driven sales process and driving the sales pipeline.
- Planning and developing weekly/monthly/annual targets, monitoring growth opportunities, enabling sales improvements, and overall responsibility for the Business Development team's performance against targets.
- Working closely with the Leadership Team to provide input on the growth of the business and align revenue strategy with overall company objectives.
- Undertaking detailed analyses of sales performance for the purpose of reporting sales successes, weaknesses, and opportunities to the Leadership Team.
- Conducting research and analysis to identify areas of improvement in sales strategies and providing actionable insights for improving revenue generation.
- Hiring training and leading a team of high-performing Business Development team as the company grows.
- Leveraging Hubspot data to construct, forecast, and manage sales activity and drive pipeline to meet revenue targets and company goals.

Requirements and Qualifications

- Proven experience in B2B sales achieving revenue targets within a fast-paced and dynamic business environment, preferably working in the positions of a Sales Director or Head of Sales or Head of Growth.
- Must have B2B experience gained within property development/real estate and even better if you have been involved in large-scale development projects with local government bodies.
- Proven success in leading a sales team to aggressively expand customer base, achieve enhanced sales volumes and revenue by developing and implementing scalable sales processes from prospecting/lead generation through contract execution.
- Demonstrable experience evaluating product/market situations, analysing and transforming data into actionable sales strategies and approaches.
- A passion for problem solving and constantly improving sales knowledge
- Exceptional verbal and written communication skills are a must.
- Ability to work in an entrepreneurial work environment where self-motivated individuals succeed.

The Perks

- The chance to join a scale-up which has already found product-market fit and has started to scale rapidly within a hot market
- We don't want you to burn out. We finish at 1:30pm every Friday, and believe you should take breaks when you need them. This could mean the gym at 3pm, a haircut at 11am or a power nap after lunch.
- Work for a company that prioritises employee wellness, mental health and professional development
- You get a day of your choice off during your birthday week and receive a card, cake and a present personalised to your interests.
- In addition to your 25 days + birthday off holiday allowance, you can take an additional 50 hours of paid leave during the periods of 17th - 30th August and 14th - 31st December for social impact and charitable endeavours.
- Each year, you're empowered to utilise all Built-ID software free of charge for up to 3 voluntary, community or social enterprise (VCSE) passion projects.
- The chance to be part of a company with a demonstrable commitment to inclusion, including further education sponsorship, equal parental leave packages and meritocratic bonus schemes.

Built-ID is committed to diversity, inclusion and equality in all its work. We welcome and encourage people from Black, Asian and other minority ethnic backgrounds to apply for this post.

We work as one

The key to growth is in our differences, not similarities. Alongside our partners, building a diverse, inclusive, and equal environment is at our core: everyone is made to feel welcome and encouraged to be their authentic self. Respect isn't an opt-in, it's the only way forward.

If this role seems of interest to you, please do not hesitate to contact us:

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