



Senior Account Executive, Enterprise Sales

Fully Remote (US) | \$140K Base | \$240K-\$280K+ OTE | Equity

ABOUT US

[Percent Pledge](#) makes workplace giving and volunteering easy for companies, fun for employees, and impactful for charities. No other corporate programs improve engagement, culture, brand, morale, retention, and community impact at the same time. Ours do.

Our platform and dedicated Social Impact Managers bring everything from donation matching to volunteer events together in one place. We are a lean, profitable, mission-driven company displacing legacy incumbents in the corporate giving market. We compete to win and our customer outcomes prove it.

THE OPPORTUNITY

The corporate giving market is large, established, and ready for disruption. Legacy platforms have controlled it for over a decade. Their customers are frustrated, overpaying, and getting too little in return. They are looking for a better option. Percent Pledge is it.

We have identified a clearly defined target market of approximately 2,000 U.S. enterprises currently using legacy corporate giving tools that we are actively displacing. These are companies we know by name. They have budget. They have pain. Many are ready to switch.

For a hunter who wants to know exactly where to focus, this is a rare setup. No guessing at ICP. No cold universe. A named list of high-value targets, a proven displacement story, and a product that delivers results the legacy players never could. Beyond this core list, there is a broad greenfield market of companies building programs from scratch.

You will be one of our earliest sales hires. You will carve your own space, build your own book, and have a real piece of what you help build.

WHAT YOU'LL DO

- Develop and execute a strategic sales plan targeting named accounts explained in the opportunity section above, as well as the broader greenfield market
- Own the full sales cycle: prospecting, qualification, discovery, demo, proposal, negotiation, and close
- Build and maintain executive-level relationships with HR, People and Culture, CSR, and Social Impact leaders
- Work our monthly Community Volunteer Events, virtual events where HR and CSR leaders from prospect companies volunteer together. These events have become



one of our most effective conversion channels.

- 50+ unique prospect companies attend each month on average, giving you a steady stream of warm leads to work alongside your outbound efforts.
- Run a disciplined process: mutual action plans, with your pipeline always well-documented and current
- Build your own top of funnel through outbound, network, and creative prospecting, while also working inbound leads
- Engage C-suite stakeholders to align on strategic goals and identify expansion opportunities post-close
- Collaborate cross-functionally with Marketing, Customer Success, and Product
- Feed market intelligence back into the business. What you hear in the field shapes how we compete
- Partner with our Social Impact (Customer Success) team through client launch and beyond to protect and grow accounts

WHAT WE'RE LOOKING FOR

You are a proven enterprise closer who has built a book of business from the ground up. You prospect, you build relationships, and you close. You have done it before and you know how to do it again.

Required

- **4+ years** of full-cycle B2B SaaS sales with a consistent record of hitting or exceeding quota
- **HR buyer experience:** you have sold to HR, People and Culture, CSR, Social Impact, or Benefits teams, or sold adjacent software into those same buyers
- **Competitive sales experience:** you have won deals by displacing a legacy incumbent or entrenched vendor
- **Pipeline ownership:** you build your own top of funnel through outbound, network, and creative prospecting, while also working inbound leads
- **Consultative discovery:** your approach changes based on the buyer, not a fixed script
- **Early-stage comfort:** you have operated without a fully built sales infrastructure and know how to create process where none exists
- **CRM discipline:** your pipeline is always well-known, well-documented, and current

Bonus

- Background in corporate giving, CSR, social impact, HR tech, employee benefits, or



adjacent industries

- An existing book of business or warm relationships with HR, CSR, or People and Culture leaders
- Experience at a company that successfully displaced a dominant legacy platform

Who you are

- You ask good questions and run discovery that surfaces real pain
- You demo differently based on what you heard. Every call is not the same call
- You are curious and continually learning
- You are creative and try new/different ways to achieve your end goal
- You do not stop until you win or lose, and you learn from both outcomes
- You find purpose in our mission and work

WHAT YOU'LL GET

- **Base salary:** \$140,000
- **OTE (Year 1):** \$240,000–\$280,000+
- **Commission:** Earned on new ARR, with multi-year boosters
- **Equity:** Meaningful equity. You are joining at a stage where ownership stake matters
- **Health, dental, and vision:** Provided
- **401K:** Provided
- **PTO:** Unlimited
- **Equipment:** Company laptop provided
- **Professional development:** Annual budget provided
- **Location:** Fully remote

LOCATION: US – remote

TO APPLY

Email jobs@percentpledge.org with your resume and a cover letter on how you would approach this opportunity and our clearly defined target market.

Percent Pledge is an Equal Opportunity/Veterans/Disabilities/LGBTQ employer.