



Head of Sales

Based in Edinburgh, Cambridge, London, or Paris

About Delta-EE – Experts in New Energy

Delta-EE is Europe's leading research and consulting company helping organisations develop the right strategies, business models and customer propositions for the energy transition. The depth and breadth of our expertise in the energy transition space makes Delta-EE unique and our mission is to help our clients successfully navigate the change from 'old energy' to 'new energy'. We provide bespoke consultancy and subscription research services which answer critical questions that impact our clients' businesses and allow clients to access in-depth research in a specific knowledge area.

As a team, we always work in line with our company values. We are a *Happy and Motivated Team*, who focus on *Doing the right thing* and *Fulfilling our potential*. Creating a great company culture and being a place that people love to work is very important to us; we are a collaborative, inclusive and friendly team. To find out more about what we do, our mission and values please visit <https://www.delta-ee.com/about-us>

The Opportunity

We are looking for a **Head of Sales** to lead our sales team and scale revenue to the next level. You will be responsible for evolving and implementing a sales strategy, driving profitable sales growth, and growing a high performing sales team. You should be excited by managing and developing a growing set of customer accounts within the team and helping Delta-EE's clients to successfully navigate the energy transition.

This is a great opportunity to:

- Take profitable sales at Delta-EE to the next level
- Grow a high performing sales team
- Help our clients navigate the energy transition, fulfilling Delta-EE's mission

You will be responsible for:

- **Owning all sales plans and strategies** for growing profitable sales to achieve the company's goals
- **Refining and adapting the sales strategy** and targeting according to changing needs of the business, market conditions and learnings
- **Building and embedding sales processes** for maintaining a sustainable sales pipeline including:
 - maximising efficiency of the sales team for retention, upsell, cross-sell and new client development,
 - optimisation of outbound and inbound sales activities

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- account planning and management
- closing the feedback loops between the sales team and research/consulting teams
- **Working collaboratively** across Marketing, Products, Consulting and Finance teams to ensure strong alignment on delivery of business goals as well as to maximise cross-sell sales activities (e.g. between Products and Consulting)
- **Leadership:** Providing direction and leadership to the sales team, and the positioning of Delta-EE as the trusted, turn-to advisor on the energy transition
- **Development of individuals** within the team, supporting and motivating them toward achieving business objectives.
- **Management of the sales team:** setting and monitoring objectives and activities
- **Delivering on your sales targets** as an individual contributor, including sourcing new business and take it through to close

Delta-EE Sales Team

Delta-EE currently has a distributed approach to sales; there are a small number of people in dedicated sales roles, with most of the team in 'hybrid roles' i.e. doing sales alongside other activities such as delivery or people management. Our ambition is to develop and grow the team with more full-time and focused resources.

The sales team is responsible for:

- account management of existing customers (i.e. renewals, upsell and cross-sell of Products and qualification of consulting opportunities)
- picking up marketing leads and proactive outreach to prospects (i.e. new client development, both inbound and outbound activities)
- supporting and working closely with the Marketing team with campaigns, webinars, events etc.
- liaising with Product and Consulting teams to ensure high levels of customer service

Requirements, Skills and Qualifications

If you have the right skills for the job, we want to hear from you. We encourage applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief, or race.

For this position, you will be able to demonstrate:

- Relevant sales experience (ideally 7+ years)
- Relevant energy experience would be desirable (but not essential)
- Sales team management experience (ideally 2+ years)
- A track record of delivery and excellent sales performance
- Your own network of relevant senior industry people would be desirable (but not essential)

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- Extensive knowledge of sales principles and practices for professional services, and the ability to coach others on them
- Analytical and quantitative skills that enable you to use data / logic / evidence to make compelling sales recommendations and drive sales actions
- Evidence of your ability to build trusting relationships both internally (e.g. between different teams) and externally (e.g. with senior industry people)
- Skilful leadership and team building skills with a high level of emotional intelligence
- Collaborative and team oriented working skills
- Aligned with our company values

Salary and Benefits – what do we offer?

- Flexible and family friendly working arrangements
- Rewarding salary based on experience and qualifications
- Profit-related bonus scheme
- Opportunity to benefit in time from the company's employee share scheme.
- A focus on learning & development opportunities
- Employee Assistance Programme
- Team social events
- Specific additional benefits to UK or France

Application

If you wish to apply, please do so as soon as possible by submitting your CV and a **short covering letter** (less than 250 words) via our careers page: www.delta-ee.com/careers