

Account Executive

Full-Cycle B2B Sales | In Person - Greensboro, NC

Base Pay	\$36,000–\$70,000
On-Target Earnings	\$110,000–\$170,000
Commission	Uncapped
Employment	Full-Time
Territory	United States
Reports To	Sales Manager

Prospect. Advise. Close. Grow Revenue.

GreenWave Commissions is looking for an Account Executive who can create and close new business through a disciplined, repeatable sales process. At our current stage, this is a true full-cycle sales role: you will prospect, conduct discovery, present and demonstrate solutions, develop proposals, negotiate commercial terms, and close new customer agreements.

As the sales organization grows, AEs will increasingly receive qualified opportunities from BDR/SDR team members and spend more time on discovery, solution development, relationship management, negotiation, and closing. This is an opportunity to help refine and ultimately duplicate GreenWave's sales methodology while directly influencing company growth.

About GreenWave Commissions

GreenWave Commissions helps insurance distribution organizations maximize profits through smarter commission management and intelligent automation. We serve carriers, IMO/FMOs, BGA/GAs/MGAs, and agencies nationwide with software platforms, services, training, and strategic business guidance.

Our core values guide how we work and how we hire: Integrity, Discipline, Ownership, Growth-Oriented, and Inspirational.

What Success Looks Like

- Achieves or exceeds monthly, quarterly, and annual new-business revenue quota.
- Builds and maintains sufficient qualified pipeline to support future quota attainment.
- Converts opportunities into customers at target win rates and sales-cycle lengths.
- Protects gross margin and negotiates on value rather than unnecessary discounting.
- Maintains accurate forecasts, disciplined CRM records, and consistent execution of the sales methodology.
- Provides clean customer handoffs and contributes to continuous improvement of the sales playbook.

What You'll Do

Generate Pipeline & New Business

- Proactively identify and contact prospective customers within GreenWave's Ideal Customer Profile (ICP).

- Conduct consistent outbound prospecting through cold calling, email, and other appropriate channels.
- Qualify prospects based on business need, fit, authority, timing, and potential value.
- Build and maintain enough qualified pipeline to support revenue goals.

Run the Sales Process

- Conduct consultative discovery to understand customer problems, priorities, buying criteria, and desired outcomes.
- Connect customer challenges to measurable financial and operational value.
- Present and demonstrate GreenWave solutions in a way that is relevant to each prospect.
- Develop proposals, establish clear next steps, and drive opportunities through the defined sales process.
- Negotiate commercial terms while protecting revenue and profitability, and confidently ask for the business.

Forecast, Collaborate & Improve

- Maintain accurate CRM records, opportunity status, next steps, decision-maker information, expected close dates, and forecasts.
- Provide management with reliable visibility into pipeline and expected revenue.
- Coordinate accurate customer expectations and effective handoffs to implementation, customer success, operations, or other teams.
- Participate actively in coaching, role-playing, call reviews, and ongoing sales training.
- Share market feedback, competitive activity, prospect objections, and customer needs to improve the sales playbook.

What We're Looking For

- 2–5 years of B2B sales, business development, account management, or related customer-facing experience.
- Demonstrated success generating new business and managing opportunities from initial contact through close.
- Experience meeting or exceeding measurable sales or business-development goals.
- Strong prospecting ability, including comfort initiating conversations with people who do not yet know the company.
- Excellent verbal and written communication, active listening, and confidence speaking with executives and decision-makers.
- Consultative discovery, presentation, negotiation, objection-handling, and closing skills.
- Strong ownership, accountability, discipline, resilience, coachability, learning agility, time management, and business acumen.
- Experience using a CRM and working within a structured, metrics-driven sales process.

Preferred Experience

- Selling technology, SaaS, financial services, insurance, or another complex B2B solution.
- Selling to executives, business owners, and senior decision-makers.
- Outbound prospecting and cold calling.
- Consultative or solution-based selling and a demonstrated history of exceeding quota.
- Bachelor's degree in Business, Marketing, Communications, Finance, or a related field; formal sales training or certification.

Exceptional candidates may be considered based on significant relevant sales experience and a strong record of measurable sales performance, even if they do not hold a bachelor's degree.

What We Offer

We invest in your growth, well-being, and life beyond work.

Growth & Development

- Personal, Professional, and Financial (PPF) goal development and coaching
- Educational and professional development opportunities
- \$1,000 discretionary allowance for job-related continuing education
- A growth path built around learning your role, mastering it, learning the next role, and helping others master yours

Health & Well-Being

- Health, Dental, Vision insurance
- Paid sick time, vacation time, holidays

Work Environment & Physical Requirements

This is primarily a sedentary, office-based sales role requiring frequent use of a computer, telephone, headset, and video-conferencing technology. The role requires effective communication by phone, video, and in person; sustained attention; occasional business travel; and occasional lifting or carrying of event or meeting materials weighing approximately 20–30 pounds. Reasonable accommodations may be provided to enable individuals with disabilities to perform the essential functions of the position.

Commitment to Diversity

As an equal opportunity employer committed to meeting the needs of a multigenerational and multicultural workforce, GreenWave Commissions recognizes that a diverse staff, reflective of our community, is an integral and welcome part of a successful and ethical business. We hire local talent at all levels regardless of race, color, religion, age, national origin, gender, gender identity, sexual orientation or disability, and actively foster inclusion in all forms both within our company and across interactions with clients, candidates and partners.

If This Position Caught Your Eye, Send Us Your Resume!

For best consideration, include the job title and source where you found this position in the subject line of your email to careersX@GreenWaveCommissions.com. Already a GreenWave Commissions candidate? Please, connect directly with your recruiter to discuss this opportunity.

Base Pay: \$36,000–\$70,000 | On-Target Earnings: \$110,000–\$170,000 | Uncapped Commissions |
Location: In Person — Greensboro, NC