

Business Development Representative



unito

Phone :
Web :

Job Summary

Vacancy :
Deadline : Oct 24, 2024
Published : Sep 24, 2024
Employment Status : Full Time
Experience : Any
Salary :
Gender : Any
Career Level : Any
Qualification :

At a glance

- **The company:** [Unito](#) is a software startup that helps work collaboration tools speak to each other. We're currently around 50 employees.
 - **The role:** We're looking for a BDR to take charge of our deal qualification & prospecting activities.
 - **Ideal seniority level:** Junior to Intermediate
 - **The pay:** [We have transparent and data-backed salaries](#). You'll find the salary range associated with this role in the "More on the salary" section below.
 - **The benefits:** Health insurance / \$1,000 per year wellness spending budget for self-improvement / 5 weeks of vacation (4 weeks + holiday season) / Stock options
 - **The team:** You'll be part of our Sales team and work closely with a Senior Account Executive and Customer Success Manager.
 - **The office situation:** We're a hybrid company. All employees are based in Montreal where we have our office and can choose to work remotely for part of the week.
 - **The hiring process:** We have a 3 step process - a 30min screening call, a 1h interview, and a paid pilot project which is pretty unusual but highly appreciated by our candidates (more on this at the end of this job post).
- Not the role for you? [Sign up to our career newsletter](#) to get notified when we open more positions.

More on the role

The main responsibilities

- Identify and funnel qualified leads to Account Executives
- Initiate outbound prospecting initiatives across various channels, including cold calling
- Enhance our sales capacity by identifying and qualifying new projects within a portfolio of prospects/customers through outgoing or incoming calls
- Work collaboratively with Marketing & Customer Success teams throughout the customer lifecycle
- Help track, measure, and continuously improve the company's sales process
- Be part of the ongoing feedback loop as well as the development of new products and features

The experience we need

- We don't believe in adding 10 requirements just to fill a job posting. We keep the list short and only mention what will be necessary for you to perform in this role. If you don't fit these criterias but decide to apply anyway, make sure you let us know why in the [questionnaire you'll receive later on](#).
- A solid first sales experience, preferably selling B2B software
 - You're not afraid to try a lot of different prospecting tactics to find the one that will lead to the best results
 - You are tech-savvy: you grasp technical concepts quickly and have a knack for walking people through a technical solution
 - You have excellent oral and written communication skills in English on different channels (phone, email...)

Other skills that will be valued

- These are not requirements but will likely help you ramp up faster and succeed at Unito.
- Experience selling B2B software products
 - Experience using HubSpot or other CRM tools
 - Experience managing projects with tools like Asana, Trello, JIRA, or Wrike
 - Ability to communicate in French (or desire to learn!)
 - Experience with some of the tools we integrate
 - A first experience with the Unito app (you can try it for free, go check it out!)

More on the salary

We decided to share the salary associated with this job posting publicly because pay transparency is at the core of Unito and has a tremendous impact on workplace equity.

Two things to note before we get to the numbers:

- We have fully transparent and data-backed salaries. Which means pay is an open and fair discussion at Unito. [Read more on exactly what that means here](#).
- **If your salary expectations are higher than the range indicated below**, it's probably because you're more senior than what we initially targeted. We're always willing to hire someone more senior if they're the right fit, and we will always pay our staff fairly. So you should still apply if this role and company are what you're looking for.

The range:

- Our ideal seniority level: intermediate (level 1.5 to 2.5 in our [leveling system](#))
- The corresponding salary range:
 - Level 1.5: Base salary of \$56,318 + \$28,159 in variable*
 - Level 2.5: Base salary of \$71,329 + \$35,664 in variable*

*commissions are uncapped

More on Unito

Describing everything we are and do in a short paragraph is really tough! So we spent some time designing a great career page that highlights what it's like to work at Unito. [Check it out](#) if you'd like to learn more!

If you'd rather not go down a rabbit hole just yet, here are the main things we believe make Unito different from your run-of-the-mill startup:

- We REALLY care about company culture. Everyone describes the team as a strong community with a real sense of belonging and caring.
- [We pay our employees fairly and transparently](#). All employees and executive salaries are public, along with how we came up with the numbers
- Our product is all about optimizing team collaboration, and that's something we practice constantly internally.
- We still have an office and don't intend to give it up because we believe in-person interactions foster creativity and reinforce that sense of community that makes us who we are.

If you want to read more about our company and culture, head over to our [Career Page](#). If you'd like to see for yourself if our staff relays the same message, head over to [Glassdoor](#).

Get paid for a trial run!

Our [hiring process](#) is a two-way street. After you go through an initial phone screen and interview, you'll get a chance to work on a paid pilot project to see if Unito's a good fit for you. It's your chance to show us how you work and our chance to show you why Unito is a great place to do it.

- **Work with the team:** You'll be working on a real project that Unito needs to get done, not a standardized test. You also get to collaborate with your potential team.

- **Get paid:** We are not going to waste your time. You get paid for the work you put in, even if we don't end up hiring you.

If this still isn't the role for you but Unito's starting to sound like your future company, [sign up to our career newsletter](#) and get notified when we open more positions.

Unito is committed to equal employment opportunity for all employees and to providing its team members with a healthy (equitable, fair, unbiased) work environment. We highly value diversity in all aspects.

FRENCH VERSION

At a glance

- **The company:** [Unito](#) is a software that allows collaboration tools to communicate with each other. At the moment, we are about 50 employees.
- **The position:** We are looking for a BDR to support our qualification and prospecting activities.
- **Ideal Seniority Level:** Junior to Intermediate
- **Salary:** [Our salaries are completely transparent](#). Below you will find the salary range associated with this position (section "About salary").
- **The benefits:** Health insurance / \$1000 per year to spend on personal development / 5 weeks vacation (4 weeks + one week during the holiday season) / purchase options.
- **The Team:** You will be part of the sales team and will work closely with a Senior Account Executive and a Customer Success Manager.
- **Office or telework?** We work in a hybrid way. All our employees are located in Montreal where we have our beautiful office, and everyone has the choice to work from home part of the week.
- **The recruitment process:** We have a three-step process: a 30-minute pre-screening call, a one-hour interview, and a paid pilot project, which is quite unusual but very popular with our candidates (more information about this at the end of this job posting).

This position is not for you? [Subscribe to our newsletter](#) to follow the news and be notified when we launch new positions

About the position:

Main responsibilities

- Launch outbound prospecting initiatives through various channels, including calls.
- Identify and route qualified leads to account managers.
- Strengthen our sales capacity by identifying and qualifying new projects within a portfolio of prospects/customers through outbound or inbound calls.
- Work collaboratively with Marketing and Customer Success teams throughout the customer lifecycle.
- Help track, measure and continually improve the company's sales process
- Be part of the continuous feedback loop as well as the development of new products and features

The experience sought

We are careful not to list too many prerequisites to give everyone a chance. The elements mentioned here are really necessary to perform in this role. If you do not meet all the criteria but decide to send an application anyway, explain your reasoning in the [questionnaire that will be sent to you later](#).

- A solid first experience in sales, preferably in the B2B software industry
- You're not afraid to try different prospecting tactics to find the one that will yield the best results
- You are comfortable with technology: you quickly understand technical concepts and know how to guide someone through a technical solution
- You have excellent oral and written communication skills in English on different channels (telephone, e-mail...)

Other skills that we value

- These are not requirements for the position but will help you gain skills more quickly in the position.
- Experience selling B2B software
 - Experience with HubSpot, Intercom or other CRM databases
 - Experience in project management with tools like Asana, Trello, JIRA or Wrike
 - Ability to communicate in French (or desire to learn!)
 - Experience with some of the tools we integrate
 - A first experience with the Unito app (you can try it for free!)

About salary:

We have decided to share the salary associated with this position because salary transparency is key at Unito and has a significant impact on equity within our teams.

Two things to consider before diving into the numbers:

- We have transparent and data-driven salaries. This means that the topic of salary is transparent and fair at Unito. [Here is the link to read our methodology and understand how it works more precisely](#).
- If your salary expectations are above the posted salary range, it may be because you have more experience than we were initially targeting for this position. We are always open to adding profiles with more expertise if they match what we are looking for and will always pay our employees fairly, so don't hesitate to apply for this position regardless if it matches what you are looking for.

The salary range:

- Our ideal seniority level for this position: Intermediate (level 1.5 to 2.5 in our [salary structure](#))
- The salary associated with this level:
 - Level 1.5: Base salary of \$56,318 + \$28,159 variable*
 - Level 2.5: Base salary of \$71,329 + \$35,664 variable*

*commissions are not capped

A little more about Unito:

Describing everything we do in a short paragraph is a difficult exercise. We have invested time on our career page to show what it's like to work at Unito. If you want to know more, [take a look!](#)

Here are a few things that set us apart:

- We really care about our company culture: everyone describes our team as a strong community, caring and with a strong sense of belonging.
- We pay our employees transparently and fairly. All salaries are public as well as our methodology for setting salaries.
- Our product helps optimize team collaboration, and it's something we constantly apply internally.
- We still have an office and have no plans to abandon it. We believe that in-person interactions help foster creativity and strengthen our community, which is paramount.

If you want to learn more about our company and culture, take a closer look at our [careers page](#). If you also want to see for yourself what our team thinks, head over to [Glassdoor](#).

You get paid for a trial

Our [recruitment process](#) is a two-way street. After a quick call and interview with your potential manager, you will have the opportunity to work on a paid pilot project to see if Unito is the right work environment for you.

- **Collaborate with the team:** you will work on a real project that Unito needs to deliver, not a standardized test. You will also be able to collaborate with your potential new team.

- **Get paid:** We won't waste your time. We'll pay you for the time you invest in the pilot, even if we decide not to hire you.

Still doesn't seem like the right role for you but you're starting to like the company? [Subscribe to our newsletter](#) to follow the news and be notified when we launch new positions

Unito is committed to providing equal employment opportunities to all candidates and providing a healthy (fair, just, and impartial) work environment for its employees. We value diversity in all its aspects.

[Apply for this job](#)

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
