

About Us

Founded in 2022 to partner with organizations on their transition to a net positive economy by 2050, Responsible Alpha is minority-owned EU-North American based corporation whose team has over 180 years' direct global sustainability consulting experience in their careers deploying more than \$3 billion in capital conducting climate risk assessments, ESG Integration, and sustainability analysis.

Responsible Alpha is a Delaware registered Public Benefit Corporation proudly owned by its staff, advisors, and board members.

As a B-Corp, Responsible Alpha is an equal opportunity employer. We welcome and encourage candidates from all backgrounds and experiences to apply for roles in our team.

We are seeking a Sales Manager (f/m/d) to expand our business in the DACH region. The position can be on a full-time or part-time basis.

The Company & The Role

As a Sales Manager, you will set up the sales structure in the DACH region and create a tangible impact on sales with your decisions and strategies. You will have the discretion to set up strategies, network, and increase company visibility. You will work across different teams and report directly to the management.

The ideal candidate brings proven B2B sales expertise in the financial sector, with a strong understanding of sustainability challenges and digital transformation. You will combine strategic thinking with hands-on execution to help financial institutions transition to a more sustainable future.

Responsibilities

- **Sales Strategy & Planning:** Develop and execute sales strategies to drive market expansion in Germany's (potentially the broader DACH region and Europe) financial and technology sectors.
- **Lead Generation:** Generate and nurture leads through a variety of methods (cold calling, networking, events, referrals, etc.) to build a robust sales pipeline.
- **Client Acquisition:** Engage with decision-makers at high levels, establish relationships, and convert prospects into clients.
- **Revenue & Growth:** Meet and exceed sales targets for revenue growth in the German market, focusing on new client acquisition and long-term partnerships.
- **Client Management:** Work with clients post-sale to ensure successful onboarding and ensure long-term satisfaction.
- **Industry Engagement:** Represent Responsible Alpha at industry events, conferences, and meetings to build the company's reputation and visibility.
- **Collaboration:** Work with the Technical, marketing and operation teams to align solutions and messaging to market needs.

Requirements

- Minimum 5 years of sales/business development experience in technology, fintech, or related sectors.

- Strong track record in managing the end-to-end sales process, acquiring new clients and driving business growth.
- Deep knowledge of the German market, especially within banking, fintech, and digital transformation.
- **Fluency in German and English.**
- Strong leadership, communication, negotiation, and presentation skills.
- Experience with CRM tools and sales pipeline management.
- Self-motivated with a proactive approach to sales and relationship-building.
- Ability to build and maintain relationships with C-level executives.

What We Offer

- **Competitive Compensation:** Attractive deal-based direct participation with variable bonus scheme tied to your performance and company success
- **Growth Opportunity:** Join us during our exciting startup-culture growth phase and help shape our future
- **International Exposure:** Benefit from our strong and active network in the US, with opportunities for global business connections
- **Flexible Working:** Freedom to work remotely while staying connected to our collaborative team
- **Exceptional Colleagues:** Partner with our great, knowledgeable team of sustainability and finance experts who are passionate about creating meaningful impact

Our Values

- **Impact:** We believe in creating measurable, lasting change. Responsible Alpha is committed to empowering organizations to achieve meaningful, long-term transformations that can be effectively measured, monitored, and managed for maximum impact.
- **Innovation:** We embrace bold thinking and creativity to inspire solutions for a sustainable future. Responsible Alpha collaborates with organizations to lead the way in the transition to a net positive economy by 2050.
- **Integration:** We enable a seamless transformation. Responsible Alpha helps organizations align their processes, services, and products with environmental, economic, and social goals, ensuring that progress is integrated meaningfully into their overall objectives.
- **Inclusion:** We celebrate diversity and the power of collective expertise. Responsible Alpha values the unique backgrounds, perspectives, and well-being of its staff, fostering a systems-level approach to sustainability transitions through inclusive collaboration.
- **Integrity:** We lead with trust and accountability. Responsible Alpha nurtures a culture of ethical excellence, holding all team members to the highest standards of professional conduct, guided by the CFA Code of Ethics and Standards of Professional Conduct.

Application

The recruitment process for this position will include a remote written exercise and two rounds of remote interviews. Please send your English CV along with a cover letter to recruitment@responsiblealpha.com. Your application should include the following details:

- Your up-to-date resume and a motivation letter, including a culture-fit statement.
- Your potential start date.