



Job Description

Sales Manager

Department: Sales

Type: Permanent

Location: US - Remote

Hours: 36 - 40 per week

Reports to: VP of Sales

Salary: Competitive + bonus & ESOP

Posted: February 2021

Our Core Values



Achieve anything with a healthy and happy team



Push boundaries through direct communication and diversity



Act responsibly and protect the data



Amaze through user-friendly and rewarding experiences



Maximize research impact

About the role

At Castor, we're all committed to a world with faster, smarter, medical research. As one of the fastest growing healthtech startups, our mission is to bring medical research into the digital age.

Why? Because medical research is still largely run using free-text, paper and spreadsheets. By enabling our users to capture high quality data and making it machine readable, we are fundamentally changing the broken evidence based medicine process. You've found yourself a truly purpose driven company.

As we continue on this journey, having recently secured a \$12million Series A, we're on the lookout for a collaborative and data-driven Sales Manager to join and lead the U.S team inside sales team.

In this role, you'll ensure our U.S based sales organisation is primed for success as we continue to grow. Reporting into our VP of Sales, you'll also have strong relationships with our EMEA Sales Manager, CEO, COO and other Head's of, to ensure Castor continues making an impact on medical research.

What you'll be doing

- Manage, lead, grow and coach the US Sales Team (including lead generation and new business teams)
- Bring expertise in developing sales talent by creating team wide and individualized coaching plans
- Contribute by maintaining and improving sales processes to scale future growth
- Maintain sales velocity through leading by example with a positive, open, ambitious and collaborative working culture
- Own Castor's sales targets and goals for growth across US, aligning team goals activities with our Go To Market strategy
- Exhibit your skills in cross team collaboration to improve workflows across teams, ensuring sales are set up for success
- Contribute to developing and growing key commercial accounts through upsell strategy
- Build and maintain a strong understanding of key industry segments and industry trends
- Empowering and shaping the sales culture as we continue to scale, by bringing your own unique personality to Castor
- Engaging with senior stakeholders to share and advise using a data driven approach

What you'll bring

You'll definitely have:

- Experience coaching to and developing repeatable sales processes
- A strong understanding funnel metrics, being very data driven
- Strong people management skills - having led, built, & scaled inside sales teams in a fast-paced environment
- A strong people coach, putting in place sales training programmes, individual growth plans and goal setting
- Strong experience in scaling inside sales teams
- Excellent analytical skills to measure, manage, and optimize activity and productivity
- Strength in working cross-functionally with executive management, sales, operations, and marketing teams
- A lead by example mentality, with the ability to handle customer interactions at any point of the sales cycle
- Strong communication skills that fall in line with Castor's core values - respectful, honest, direct
- Excellent emotional intelligence and great listening skills
- The ability to develop and thrive in a hands-on, fast-paced and dynamic startup culture

It would be good if you had:

- Experience working in the Life Sciences industry with medical device, CRO or Pharma
- An understanding of how medical research and clinical trial processes work

Your main contact for this vacancy:



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