

Sr. Sales Recruiter (San Francisco, California - People)

As our first Sr. Sales Recruiter, you will partner closely with the Sales Leadership team to build and scale a world-class sales organization.

Position overview

- * Lead sales hiring end-to-end, partnering with leadership on role definitions, sourcing strategy and closing.
- * Focus on passive, outbound sourcing to build a pipeline of top sales talent.
- * Scale the sales org from ~15 people to 50+ while maintaining a very high talent bar.
- * Inherit an existing hiring process and improve it to build a scalable hiring engine.
- * Learn the sales motion, product and market deeply by selling deals early and partnering with Account Executives on strategic opportunities.
- * Build relationships with candidates, refine messaging and develop long-term pipelines, including for future hiring needs.
- * Maintain a 1-4 rating scale for candidates and never compromise on quality.

What we look for

- * 3-5+ years recruiting experience with strong background in B2B SaaS sales recruiting.
- * Experience scaling sales teams from roughly 15 to 50+ people.
- * Proven success sourcing and closing passive candidates; not reliant on inbound applicants.
- * Familiarity with mid-market and enterprise sales motions and complex SaaS deals.
- * Data-driven approach to recruiting; able to diagnose and improve funnel performance.
- * Builder mindset and strong point of view with openness to iteration.
- * Comfortable working closely with sales leadership and surfacing ideas and blockers.
- * Passionate about recruiting and building long-term relationships with top sales talent.

Compensation & benefits

- * Salary range around \$140K-\$180K plus meaningful equity.
- * Relocation/visa support; comprehensive medical benefits; unlimited PTO; on-site extras.
- * In-office role in San Francisco.