

Head of Sales Operations,

Idox Geospatial

Hybrid role, home and office based (Farnborough)

About the role

The Geospatial Division represents four geospatial businesses being rolled into a single geospatial entity and strategy. Backed with significant investment in people and projects, the 3-year strategy is to deliver 25% annual growth and build the largest Geospatial services business in the UK.

The **Head of Sales Operations** will be a key player in the success of Idox Geospatial with the prime responsibility to deliver the monthly sales results to target and run the team, day-to-day management to the leadership of the Commercial Director. The appointment is a new role with the purpose of consolidating team reporting and lead Idox Geospatial sales operations. The role represents a key function which keeps the Sales operation running to plan and on track.

We are looking for an experienced sales manager who is brilliant at getting the best out of a team, coaching and introducing tactical sales improvement and ultimately leading by example to deliver the required growth. Taking responsibility for implementing the current sales plan in FY2025, you should be experienced in sales reporting, harnessing Salesforce. You'll be expected to forecast deals versus Target and against weekly, monthly and quarterly business obligations, to provide timely, accurate and clear sales data for financial analysis.

As delivering to target is a prime indicator of success, we are looking for a experienced sales manager who can adopt existing processes but also make recommendations to enhance and execute changes that deliver better reporting and forecasting on team performance. You should expect to mentor and coach the team effectively, looking for continuous improvement. You'll be expected to work in person with team members, meeting weekly to discuss sales tactics and goals. Specific commercial or technical deal support will be led by the Commercial Director as part of the approvals process.

Key Responsibilities

TEAM LEADERSHIP

- Manage team to execute the approved sales strategy and quarter plans
- Forecast sales results to month and quarter
- Apply the Account Management plan to deliver required growth
- Create new business momentum, operating sales led campaigns
- Work with Marketing to build lead generation into sales funnel
- Support Commercial Director with clear team reporting data and KPIs
- Support design of sales targets/commission for self and teams with Commercial Director
- Develop and refine performance measurement and KPIs for team
- Coordinate team response to appropriate business leads.

DAILY OPERATIONS

- Supporting team members in client meetings as required
- Building Salesforce reports and dashboards
- Pipeline reviews with team

- Undertake research, data mining to create sales prospect lists
- Salesforce admin and ensuring team deliver current data weekly against KPIs
- Meet Marketing weekly, pursuing cross team 'Smarketing' initiatives, to produce lead generation for our sales funnel
- Liaise daily with Commercial Director on team, direction of travel and potential issues
- Interview prospective candidates for sales roles
- Conduct annual team appraisals and 6-month goal reviews.

REPORTING

With/ to Commercial Director:

- Weekly forecasts (month/quarter)
- Weekly meetings in person
- Monthly team performance report
- Sales KPIs for monthly business review
- Quarterly sales results by person for commission calculations.

With/for Sales Team:

- Weekly pipeline review with team members
- Fortnightly coaching with individuals and team
- Quarterly Sales plan and Kick-Off Presentations to team, for sales campaigns.

To be successful, you should bring:

- 5 years+ experience as a sales leader in relevant data products / markets
- AEC (Architecture Engineering Construction), Environment or L&P (Land and Property) sector experience
- Evident sales success in direct sales, as an individual contributor and via a team
- Experience harnessing Salesforce as a sales tool and generating reports
- Ability to budget and forecast sales outputs
- Geospatial experience very welcome.

Idox has a permanent flexible working style which enables employees to work from home, in the field and use the office as a meeting hub to better collaborate. Most Sales staff are home based and come into the office for training and team meetings as required and to mix up their work pattern. The Head of Sales Operations will need to run team activity face to face from the office in Farnborough and lead the team remotely.

About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments. Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 660 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

Our Values



Dynamism
We shape our future



Responsibility
We are accountable for our actions



Integrity
We do the right thing



Valued
We value each other



Excellence
We set the benchmark for quality

DRIVE

The core values taking us forward

Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

Our Benefits



Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership and control of their working life. During the pandemic, all our employees successfully transitioned to remote working and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why you feel you would be suited to this role to **join.us@idoxgroup.com**

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is in order to help us make safer recruitment decisions.

Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>