B2B & Philanthropy Sales Manager - Generation Brazil

ABOUT GENERATION

INTRODUCING GENERATION AND OUR WORK IN BRAZIL

Generation is a global employment nonprofit organization that delivers sector-leading employment and income results consistently across countries and programs. We train and place adult learners into careers that would otherwise be inaccessible and seek to improve how education to employment systems function. We launched in 2015 and comprise a global hub and a network of 18 in-country affiliates. Together, we create opportunities for adults of all ages to transform their lives through employment. To date, Generation has more than 65,000 graduates and works with more than 8,000 employer partners, implementation partners, and funders. For more, visit generation.org

Generation Brazil is also a nonprofit organization affiliate of Generation: You Employed (“Generation Global”). Generation Global headquarters is in Washington D.C and Generation Brazil is based in Sao Paulo. It started its operations in Brazil in 2019 and has enrolled 2,300 + students in technology and sales programs. 80% of our graduates get a job within 180 days and that is a key metric to fulfill our mission to educate to employment. Most of the programs are online in 4 cities: Sao Paulo, Campinas, Recife and Rio de Janeiro.

Job Overview

Generation is seeking an experienced professional to manage and prospect relationships with donors and partners/clients, amongst companies, institutes, foundations, governments and multilateral institutions, locally and internationally. This role is key to keep our growth strategy and ultimately to deliver our mission of providing social and economic mobility. This role is responsible for securing funding from and establishing partnerships with governments, government agencies, companies, industry associations and several other types of stakeholders to support our strategy and expand our impact. This role is responsible for structuring and reviewing sales processes and KPIs, as well as implementing a sales machine operation, starting small with the potential to grow and scale its team. The Manager will report directly to Generation CEO and will have 2-3 direct reports. You will work closely in coordination with the local leadership, regional leadership and global Partnership, New Business Development and Employability teams.

Main Responsibilities

Prospect New Clients/ Partners (70%)
This role will be responsible for building and scaling partnerships to grow Generation in Brazil, in a Sales Machine model. This role will lead a team that is focused on identifying potential partners/clients, through networks and market research, and closing deals. You will review and improve compelling, tailored pitches and guide the team to follow up and secure new clients. You will get personally involved with major partners. You will have the ownership of the process of building and scaling our sales operation and team. You will also lead the New Programs initiative, aiming to diversify and expand our reach, launching new professions and bringing new sectors to our portfolio.

Management of Current Partners/ Clients (20%)
This role will also be involved in maintaining current partners and clients to sustain our operations. Your understanding and knowledge of the Generation portfolio and KPIs is key to this activity. You will lead grant reporting, manage and work on regular communications with current partners and clients, build relationships with new funders, and draft proposals for future funding based on the partnerships that you are building.

Nurturing the Relationship with Key Stakeholders (10%)
This role will work closely with the CEO to build and maintain Generation’s reputation in various different professional and industry circles. You will communicate regularly with a variety of stakeholders about Generation’s ongoing work, tailoring communications to different audiences and sharing the impact of our programs, participating in events, conferences, workshops, industry sessions, etc. You will cultivate champions of Generation and motivate them to support our work
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financially or by leveraging their networks. You will design and negotiate proposals for expanding our partnerships, expanding Generation’s reach, awareness and reputation to more circles

Who We Are Looking For

Bachelor’s degree in any field with a solid academic record. Master’s degree preferable
Fluent Portuguese, advanced written and spoken English
5-7 years of proven experience in sales and business development, B2B/Enterprise Sales Machine operations and a track record of success in writing/delivering proposals and closing high-profile deals
We are especially excited to see candidates with:
- Experience in a non-profit or social enterprise
- An established network in the Technology Sector and/or HR from large corporates/enterprises
- Experience using Salesforce or similar CRM system to manage external relationships
- Diverse background, being from less privileged and more commonly discriminated groups (such as race, ethnic, gender, sexual orientation groups)
- Entrepreneurial, creative, innovative, and proactive mindset.
- Ability to thrive in the fast-paced, flexible environment of a start-up.
- Capacity to set clear, meaningful goals and create a plan to meet & track them. Ownership of targets, positive in the face of challenges and dig in to understand the root cause and think creatively to design solutions.
- Track record of managing a pipeline of opportunities to meet big goals, have strong problem solving skills and a sound personal organizational system to track work.
- Hands-on and flexible in the face of changes and you analyze and adapt to new information to shift course as needed. Speak up and raise issues, analyze data, and learn from failure.
- Proven mature presence, communication skills, and empathy needed to build relationships with different types of stakeholders (a company CEO, a sceptical HR department, and a busy government official) and to influence and motivate them to work with you to support Generation graduates. A strong network in Brazil and energized by meeting new people, being curious to understand everyone’s interest and cultivating relationships.
- Most importantly, is to be passionate about providing educational opportunities that empower others to enter a life-changing professional career. Believe in the potential of the participants in our program and keep their needs front and center in everything.

Details
This is a full time, preferentially based in São Paulo, Brazil. Most of our team have been working in a hybrid model, most of the days from home and should have a quiet, private workspace with the ability to connect to reliable internet and a few days per month in our office. You should be open to traveling within the country (20%). Compensation competitive with NGO industry standards, according to the seniority and experience of the candidate. We are not able to sponsor relocation or work visas.

How To Apply

Please email rhbrasil@generation.org with the subject line, B2B & Philanthropy Sales Manager - FULL NAME and attach your CV in English and a cover letter that highlights aspects of your professional experience that are relevant to this role.

Selection Process

Interviews will take place over Teams and will usually involve 2-3 rounds with the hiring team and other staff from Generation. There will be an interview with the CEO Brazil if possible and an interview with a Global Leader. You will be asked experience based and behavioral questions so that we can get to know you better. There will also be a task to
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develop according to what the role is requiring where it will be possible to show your case studies developed so far. We also want to ensure this role is a good fit for you, so please do not hesitate to ask us questions too.

On top of the interviews you will be asked to do a study case.