



## JOB OPENING

# SALES TRAINER AND COACH

### Overview:

*Resello is part of Pax8, the leading value-added cloud-based SaaS distributor, simplifying the cloud journey for our partners by integrating technology, business intelligence, and proactive service to deliver an unparalleled experience. Serving over 10,000 partners through the indirect sales channel, our mission is to be the world's favorite place to buy cloud products. We are a fast-growing, dynamic, and high-energy organization with a start-up feel, allowing you to make a meaningful impact on the business. Culture is important to us, and at Pax8, it's business, and it IS personal. We are passionate, creative, and humorously offbeat. We work hard, keep it fun, and expect the best. We Elev8 each other. We Advoc8 for our partners. We Innov8 continuously. We Celebr8 life.*

### Position Summary:

The Sales Trainer and Coach facilitates sales, product, and process training for specific sales roles. In addition, they help to create sales enablement content and develop formal learning plans and training programs in the learning management system. The Trainer works closely with the SVP of Pax8 University, Sales Leaders, and their peers within the team to identify and implement training programs that support our business objectives.

### Essential Responsibilities (includes, but is not limited to):

### Percentage of Time Spent:

#### Instructor-Led Training

50%

1. Schedules, manages, and facilitates new employee sales training sessions for a specific sales role
2. Assigns sales new employees to the appropriate eLearning courses during the first four (4) weeks of onboarding
3. Evaluates strengths and weaknesses of sales training programs and makes appropriate recommendations for the advancement of these programs
4. Works with sales leaders to identify learning gaps and implement recommendations for improvements
5. Stays aligned with business strategy and translates into employee training programs

## **Instructor-Led Training (continued)**

50%

6. Assists with the creation of sales curriculum and sales enablement content for sales teams
7. Determines current knowledge and skills with the sales organization and provides recommendations and appropriate training solutions
8. Monitors progress of new employees, provides feedback, and coordinates remediation plan with sales managers
9. Evaluates training content to determine effectiveness and communicate team results
10. Remains current and up to date with product, services, internal tools and processes – and update new employee training content accordingly

## **Coaching**

30%

1. Observes and coaches new sales employees to ensure they are advancing their sales skills, product knowledge, and their ability to effectively manage their business. In the month following the completion of sales training, coaches each new employee one-on-one with sales skills, role play, and assists with tools and processes
2. Works with seasoned sales reps to record calls for use during and after new employee training
3. Joins sales calls of new employees to provide detailed feedback through the assessment maps within the tool, followed by a one-on-one coaching session
4. Checks in with sales new employees and their co-pilots to confirm program is being executed as expected and to provide support as necessary

## **eLearning Courses**

20%

1. Works with the Curriculum Development (CD) team to develop new eLearning courses, including recording the training, helping with knowledge checks and knowledge assessments
2. Obtains feedback from new employees on the eLearning courses and confirms learning outcomes
3. Provides feedback on efficacy of eLearning courses, updates needed, and new courses required

## ■ Ideal Skills, Experience, and Competencies:

- Sales experience required
- Channel experience required
- Training experience preferred
- Proficient with MS Office suite
- Expertise with Adult Learning Theory concepts
- Expertise with sales tools like Salesforce
- Expertise with curriculum development, learning management systems, and content management systems
- Much energy and passion to motivate and support new employees

## ■ Required Education & Certifications:

B.S./B.A. degree in Business, Technology, Computer Science or Learning and Development; or equivalent work experience

## ■ Work Environment:

Professional office environment. Routinely uses standard office equipment such as computers, phones, copy machines, printers, and filing cabinets.

## ■ Physical demands:

Sedentary role that primarily involves sitting/standing

## ■ Travel Requirements:

Travel is infrequently expected.

## ■ People Org Details:

Location: Zwolle / Remote  
Position Status: Full-time / Part-time

## ■ Apply for this job

Please send an email with your resume and motivation to [mirza@allstar.nl](mailto:mirza@allstar.nl). For questions, please contact Mirza Osmanagic by email or on phone number +31 6 53 18 65 96.

Does this position not match your interest or experience? Don't worry, we also accept open applications.

*Please note that acquisition regarding our vacancies is not appreciated.*