



ACCOUNT EXECUTIVE

ABOUT TeamWeave

TeamWeave is an early-stage and growing production product currently in-market and generating revenue. We are a construction software company that exclusively aims to transform resource planning from a cumbersome task to a strategic advantage for construction companies and beyond. Our Founders created TeamWeave because no clear solution met their needs to effectively manage changing teams, forecasting workforce alignment, clearly identifying upcoming gaps in delivery, and have a customized approach to change functionality as the business evolved.

TeamWeave software has been in the industry for 2 years and has rapidly grown to support general contractors, self-perform contractors and specialty contractors throughout North America. We thrive on innovation and continuous improvement through suggestions and feedback from our customers. While our software has a core foundation, we customize each deployment to meet how our customer's perform work.

TeamWeave is a wholly owned subsidiary of Harkins Builders who is a diversified, 100% employee-owned construction management company specializing in multifamily, senior living, government, and commercial projects since 1965. This relationship grants access to incentive programs that allow you to thrive in an environment focused on relationships and achievement.

DESCRIPTION

As an Account Executive, you will be responsible for driving sales and revenue growth for TeamWeave by managing the full sales cycle—from prospecting to closing deals and onboarding with enterprise and mid-market clients. You will work with the VP of Software Growth to identify leads, develop relationships with key decision-makers, and close sales. As the key point of contact for new clients, you will lead them through the onboarding process to ensure a seamless experience for clients.

This is a role focused on growing a specific local territory with proven sales tactics that include but are not limited to discovery, outbound engagement through various means, face to face meetings, conference and mixer participation, cold calling, and ultimately closing and nurturing a client base.

JOB DUTIES

- Identify and qualify new business opportunities through outbound and inbound channels, including cold calling, email campaigns, social media, and networking.
- Manage the entire sales process from discovery to close. This includes conducting product demos, negotiating contracts, and building business cases for decision-makers.
- Lead the onboarding and training process for new clients, and manage an ongoing customer success program with regular touchpoints.

- ▀ Develop and maintain strong relationships with key stakeholders and decision-makers within target companies.
- ▀ Understand customer pain points and requirements around resource planning, then align TeamWeave to address these challenges effectively.
- ▀ Maintain an organized and accurate sales pipeline using HubSpot, providing regular updates to the sales leadership team.
- ▀ Work within HubSpot Marketing to create campaigns, tracking, and inbound lead generation.
- ▀ Work closely with cross-functional teams including marketing, customer success, and product development to ensure customer satisfaction and feedback loop.
- ▀ Contribute to the continuous improvement of sales processes, strategies, and tools to enhance performance and scalability.
- ▀ Other duties as assigned.

QUALIFICATIONS AND EXPERIENCE

- ▀ **Education:** Bachelor's degree in Business, Marketing, or a related field (or equivalent experience).
- ▀ **Experience:** 2+ years of experience in B2B sales, preferably in SaaS or software solutions selling to mid-market or enterprise-level clients. Experience working in or selling to the construction industry is preferred.
- ▀ Active knowledge of and at least 2 years' experience with HubSpot / HubSpot Marketing – Inbound lead generation
- ▀ Demonstrated success in meeting or exceeding sales quotas and closing high-value deals.
- ▀ Strong understanding of the SaaS sales cycle, including consultative selling techniques.
- ▀ Excellent communication, negotiation, and presentation skills.
- ▀ Ability to work independently, manage multiple accounts, and thrive in a fast-paced environment.
- ▀ Proficiency with CRM software (HubSpot) and sales automation tools.
- ▀ Experience in managing complex deals with multiple stakeholders. Prior experience in sales with construction technology preferred.
- ▀ Knowledge of digital marketing, analytics, or cloud-based solutions.
- ▀ Must be authorized to work in the United States.

A successful candidate must pass a pre-employment background check.

By signing below, I acknowledge and represent that: (a) I have read, understood, agreed with, and received a copy of this job description; (b) I agree that my employment with Harkins Builders, Inc. is "at will" as defined in the Company Handbook; and (c) as of the date of my signature below, I have not disclosed to the Company any facts or circumstances that would prevent me from satisfying all of the duties and requirements of the job.

ACKNOWLEDGEMENT:

Signature

Date

Witness

Harkins Builders is an equal opportunity employer. The company is fully committed to providing equal employment opportunity (EEO) to all qualified applicants for employment, as well as to all its employees, without regard to race, color, religion, sex, ancestry or national origin, age, marital status, sexual orientation, physical or mental disability, protected veteran status, or any other basis protected by law. In addition, the company provides reasonable accommodation to any disabled applicant in connection with the employment process, as well as to its employees in connection with all aspects of their employment.