

## Director, Sales Development & Recruitment

Fully Remote • [Chicago, IL](#) • Outside Sales

### Job Type

Full-time

### Description

We are HALO! We connect people and brands to create unforgettable, meaningful, and lasting experiences that build brand engagement and loyalty for our over 60,000 clients globally, including over 100 of the Fortune 500. Our nearly 2,000 employees and 1,000 Account Executives located in 40+ sales offices across the United States are the reason HALO is #1 in our \$25B industry.

HALO is looking for a **Director of Sales Development and Recruiting**, who will prospect promotional industry salespeople and work with them through to onboarding at HALO Branded Solutions (HBS). In this pinnacle role they will also partner with and direct HALO's Regional Vice Presidents to identify opportunities for recruiting, acquisition and M&A growth targets.

### Responsibilities

- Engage, nurture and develop an active pipeline of target candidates for recruiting and acquisitions.
- Develop annual recruiting plan in support of HBS organizational strategy and objectives.
- Establish and achieve the sales recruitment goals and activities for the organization.
- Partner with Marketing team to ensure communications are coordinated and support recruiting plan objectives.
- Monitor and evaluate the recruiting activities and tools of industry competitors through extensive competitor analysis.
- Develop strategies to encourage RVPs and HALO executives to be mindful of recruiting opportunities while at industry events.
- Provide initial support and training to ensure a smooth transition into HALO.
- Work closely with onboarding team to maintain an onboarding pipeline and help ensure a quick ramp up to perform expectation by jointly monitoring the success of all new recruits.
- Direct implementation and execution of sales policies and practices.

### Requirements

- 3+ years of promotional products industry sales management experience.
- Proficient with Microsoft Office, Teams, Salesforce and knowledge of email marketing campaigns
- Comfort and strong competence to prospect through various means including social platforms, email, phone, virtual meetings and in person meetings
- Proven ability to motivate, earn trust, and successfully recruit new sales talent with a focus toward action
- Demonstrated ability to interpret and understand financials statements and basic business structure
- Enthusiastic and trusting nature with potential recruits
- Organized deal management and proven ability to effectively manage Salesforce database
- Ability to effectively lead a meeting both in person and virtual
- Knowledge and adherence to Company's sales policies and procedures
- Organized and detail-oriented, with effective leadership, time management, multi-tasking and problem-solving skills
- Must be able to work well under pressure and meet deadlines
- Must be able to **travel up to 50%** annually

Compensation range is specific to the job level and takes into account the wide range of factors that are considered in making compensation decisions including, but not limited to: education, experience, licensure, certifications, geographic location, and internal equity. The range has been created in good faith based on information known to HALO at the time of the posting and does not include any potential benefits, however, such information will be provided separately when appropriate. The estimated base salary range for this position is between \$100,000 to \$120,000 USD.

### **More about HALO**

At HALO, we unleash the energy of our client's brands and amplify their stories to capture the attention of those who matter most. For that reason, more than 60,000 small- and mid-sized businesses work with HALO and have made us the global leader of the branded merchandise industry.

- **Career Advancement:** At HALO, we love promoting from within. Internal promotions have been the key to our exponential growth in the last few years. With so many industry leaders at HALO, you'll have the opportunity to accelerate your career by learning from their experience, insights, and skills and gain access to HALO's influential global network, leadership experiences, and diverse thinking.
- **Culture:** We love working here and know that you will too. You can expect a positive culture of ingenuity, inclusion, and relentless determination. We push the limits of possibilities and imagination by staying curious, humble, and provocative in order to break through yesterday's limit. Diversity is the source of our creativity and we thrive when each of us contributes to an inclusive culture of respect, dignity, and equity mindset in everything we do. We keep our promise for excellence with an unrelenting commitment to achieving results and supporting one another to stay accountable, transparent, and dependable.
- **Recognition:** You're going to succeed here, and you can count on us to celebrate your wins. Colleagues across the company will join in recognizing your big milestones and nominate you for awards. Over time, you'll earn so much recognition that you can convert into gift cards, trips, concerts, and merchandise at your favorite brands.
- **Flexibility:** Most roles offer hybrid work. In addition, we pride ourselves on flexible schedules that help you find a balance between professional and personal demands. We believe that supporting our customers is the priority and trust that you and your manager will find a schedule to achieve that priority.
- **Stay well at HALO:** At HALO, we have benefits that support all parts of your life and to find a work-life balance custom to you. We offer nationwide coverage for Medical, Dental, Vision, Life and Disability insurance, and additional Voluntary Benefits. Prepare your financial future with our 401K Retirement Savings Plan, Health Savings Accounts (HSA), and Flexible Spending Accounts (FSA).

HALO is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We insist on an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law. Inclusion is a core value at HALO and we seek to recruit, develop and retain the most talented people.

HALO participates in E-Verify. Please see the following notices in English and Spanish for important information: [E-Verify Participation](#) and [Right to Work](#).

*HALO is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need reasonable accommodation because of a disability for any part of the employment process – including the online application and/or overall selection process – you may email us at [hr@halo.com](mailto:hr@halo.com). Please do not use this as an alternative method for general inquiries or status on applications as you will not receive a response. Reasonable requests will be reviewed and responded to on a case-by-case basis.*