

## About Us

We are a Learning & Development (L&D) consultancy headquartered in KL, with clients in multiple countries, and team members across Malaysia. Since 2016, we have been honoured with over two dozen awards in Malaysia and Singapore, a reflection of our position as a regional leader in the field. These include:

- Best Leadership Development Consultancy
- Best Management Training Provider
- Best Digital Learning Provider
- Local Hero
- SME Employer of the Year
- Employee Work Life Balance

Learn more at [www.peoplepotential.com](http://www.peoplepotential.com).

Closing date for applications: 15 Dec 2024

## Consultative Sales Specialist (B2B)

Salary: RM4000-RM6000 (depending on experience)

## Who We Are Looking For

We are looking for someone who loves helping HR decision-makers in large organisations find creative solutions for their L&D (Learning and Development) needs. If the statements below resonate with you, you may be just the person we're looking for:

## Work Ethic and Standards

- I'm used to hard work, high standards, and attention to more details than the average wedding plan.
- I value working in an organisation that upholds integrity and professional excellence.
- I love the thought of studying a wide range of solutions in Business Presentations, Leadership Development and AI solutions (see [www.peoplepotential.com](http://www.peoplepotential.com)), to a point where I have great product knowledge mastery. In other words, learning through reading and observing training programmes is something that I would love to do.
- I follow established guidelines and SOPs but know when to adapt and think on my feet.
- I'm comfortable working independently and efficiently from home.

## Passion for Sales and Client Success

- I don't like the thought of hard-selling and gimmicks. Instead, I am (or want to be) a sales professional who brings value to clients by understanding their challenges.
- I'm eager to grow my expertise in B2B sales and become a trusted advisor to my clients – someone they will readily call whenever they have a problem related to performance.
- I seek a career that offers meaning, fulfillment, and the chance to build lasting professional relationships.
- I thrive in roles where I can rely on a team of learning specialists who willingly work with me to design new solutions according to the needs of my clients.

## Work Environment and Collaboration

- I'm very comfortable with a remuneration package that does NOT provide a sales commission. Instead, quarterly OTEs (On-Target Earnings) are based on company performance – thus fostering lots of collaboration across the organisation in order to reach sales targets.
  - I'll be proud to be part of a consultancy whose trainers and instructional designers are so good that about 85% of annual revenue comes from repeat sales from satisfied clients.
  - I enjoy working with a team of like-minded sales professionals who challenge and support each other's work and growth.
  - I connect well with people from diverse backgrounds and find satisfaction in building authentic relationships.
  - I excel in dynamic, fast-paced environments where I can adapt to changing roles or scopes of work. *(If you prefer a slower, more predictable pace, that's okay—but we may not be the right fit for you.)*
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## Your Role

Upon joining us, your responsibilities will include the following:

- Working closely with your Sales Manager
- Developing and nurturing lead accounts that have been identified as opportunities
- Initiating contact with prospects.
- Proactively working to fill the team's sales pipeline
- Planning and working towards targets
- Nurturing and developing relationships with clients
- Utilising a CRM to track and manage opportunities
- Reporting on sales activities – weekly and monthly

## Qualifications and Competencies

Here's what we're looking:

- Malaysian citizen or holder of a relevant residence status
- Degree holder
- Ability to pay close attention to detail, including creating and working with checklists
- Ability to work both independently and in a team
- Ability and love for learning
- Ability to give, receive and apply constructive feedback
- Ability to meet deadlines
- Love for working towards targets
- Ability to follow internal procedures and processes
- Experience large organisations would be an advantage
- Strong communication and problem-solving skills
- Excellent written and spoken English. Fluency in spoken BM will be an advantage.
- Proficient in Microsoft Word, Excel and PowerPoint
- A positive, professional and energetic attitude

## **Our People-Centred Practices**

### Transparency and Security

- All finances, including salaries, are transparently disclosed
- No retrenchments in over 30 years

### Work-Life Balance

- Everyone works from home (You'll need a quiet, interruption-free workspace at home with a reliable internet connection for virtual meetings and training.)
- Flexi-hours, with core hours being 10.30am-12nn, and 2.30-5.00pm
- 4-day workweek twice a month
- Reduced hours for those who need a shorter workweek
- Leave types include community service, retreat, caregiving, and study leave
- Medical certificate is not required for short-duration sick leave.

### Health and Well-being

- Medical insurance coverage extends to family
- Health and lifestyle claims up to RM5500/year

### Growth and Development

- Jobs are designed to fit talents and strengths
- Clear career paths for both technical and leadership roles
- Abundant learning opportunities
- After three years, we may sponsor part-time specialisation studies, subject to performance and budget.

### Culture

- Everyone on first-name basis
- We are committed to creating an equitable and inclusive workplace that appreciates diverse backgrounds, perspectives, and experiences.

If this sounds like your kind of place, we'd love to hear from you. If not, forward this to a friend who would appreciate working in such an environment.

## **Our Application Process**

To ensure we find the right fit for both you and us, our recruitment process consists of several carefully designed stages, including multiple interviews and skills assessments to ensure a thorough evaluation.

To apply, your first step will be to send us your CV to the email address listed below. If you are shortlisted, we will invite you to complete an application form and submit additional documents.

Applications will be closed once we have identified suitable candidates.

If you have any questions, email us at [recruit@peoplepotential.com](mailto:recruit@peoplepotential.com).



*When humanity, colour, and musical symphonies come together, it looks like this.*