



Open Position: Head of Sales, IIX Values

About IIX:

Impact Investment Exchange ([IIX](#)) is a pioneer in the global impact investing movement, dedicated to reshaping finance for sustainable development with a focus on gender equality and climate action through capital mobilization and data-based solutions. For over a decade and a half, we've been building the sustainable investing market, from establishing the world's largest crowdfunding platform for impact investing ([Impact Partners™](#)), operating award-winning enterprise technical assistance programs, creating innovative financial products such as the [Women's Livelihood Bond™ Series](#), (listed 6 bonds in the public market with zero credit default) and establishing an [Impact Institute](#) and [Research & Advisory](#). While we are very deep with our work in Asia, the Pacific, and Africa, our work spans **60 countries globally where we have invested** close to **\$500 million of private-sector capital**, positively impacted over **160 million direct and household lives**, and avoided over **1.9 million metric tons of carbon** and have collected over 90,000+ data points on sustainable micro, small and medium enterprises (MSMEs). The base of IIX's work is [IIX Values™](#), an impact verification tech solution measuring investments' social and environmental impact to the last mile, amplifying the voices of the underserved. In 2022, we, along with global partners, launched the [Orange Movement™](#) and, within that, created a new asset class, [Orange Bond](#), to demonstrate the intersectionality of gender equality and climate action and unlock \$10 billion in capital markets by 2030, impacting 100 million women, girls, and gender minorities and making them a key player in climate mitigation and adaptation efforts. In 2024, we unveiled our global data hub, [IIX Intelligence™](#), which aggregates, evaluates, and benchmarks data from sustainable MSMEs, offering unparalleled insights into gender diversity, climate action, ESG performance, and community risk management. IIX Intelligence demonstrates with data the importance of MSMEs as a backbone of sustainable development. Numerous accolades, including the Oslo Business for Peace and the UN Global Climate Action Award, have recognized our efforts. Our team's '[PREM](#)' values—passion, resilience, equity, and mavericks—propel our efforts, bringing meaningful change to Global South communities and the 99%.

About a career with IIX:

You will join a highly effective team with unparalleled hands-on exposure to the Impact Investing and Social Finance space. You thrive in tackling development issues and creating solutions using structured strategies and unprecedented programs that address and solve the world's most pressing problems, from food security to inclusive finance to clean energy. You aim to become a global development leader who has a passion for international development and to get involved in work that makes a difference.

When you join IIX, you embark on a rewarding career where we are heavily invested in your professional development, as we will build on your strengths and help you gain new skills with training, coaching, encouragement, and guidance in the right direction. It is a valuable addition to advance your career, providing you invaluable exposure to the rapidly growing impact investing space. You WANT to instigate change.

Thus, as a successful team member, you should be a **PREM**:

- **Passionate:** Commitment to social finance and impact investing to unlock society's potential to effect social change is essential for a happy and successful tenure at IIX.
- **Resilient:** Similar to our enterprises working in emerging markets, our IIX team members have strong mental and emotional fortitude and is able to recover quickly from difficulties or setbacks. We look for people with an adaptable and positive attitude and a strong sense of self-worth, which enables them to move forward

and continue to strive for their goals even in the face of adversity.

- **Equitable:** At IIX, we manage toward impact maximization and produce measurable and transparent returns – both social and financial. These results strengthen the ecosystem and transform existing realities by helping impact enterprises magnify their impact and scale. We are fair and impartial in our actions and ensure that we make objective and unbiased decisions based on facts and impact.
- **Maverick:** While IIX is a seasoned stakeholder in the impact enterprise and impact investing space in Asia, we pride ourselves on creating new opportunities. We look for people with an independent and unorthodox approach to thinking and behaving. If you are non-conformist, innovative, and independent, often going against the grain, does not like following the crowd, and is not afraid to express your own opinions, we want you.

Our clients and partners span the spectrum of public and private sectors, including foundations such as the Rockefeller Foundation and Bank of America-Merrill Lynch Foundation, corporations such as Standard Chartered Bank and KKR, international non-profits such as Oxfam and World Vision, multilateral institutions such as the Asian Development Bank, UN Agencies such as UNDP, and government agencies such as USAID and SIDA.

Overview:

The commercial unit of IIX Values is responsible for the client experience across all client channels and segments related to IIX Values and IIX Intelligence. The sales team is responsible for driving growth for the business unit and helping our clients successfully address their impact related reporting and data analytics. This role reports to the Chief Operating Officer and works closely with the Product Head of Values and Intelligence.

The Roles: The Head of Sales, will have a team of two sales professionals and will be responsible for successfully delivering our revenue plan for impact assessments and data analytics. This leader will be responsible for evaluating current state operations and building a best-in-class sales organization with a focus on results, talent management and relaying the needs of the market into our product and research organizations.

Overall Responsibilities:

- Create structure and pricing around IIX Values and Intelligence product and services
- Exceed team sales attainment targets and execute on strategic growth initiatives
- Act as the voice of our clients to represent market needs to our Products colleagues
- Develop and implement sales strategies leveraging successful outreach methods in cutting-edge technology industries to target clients seeking ESG technology solutions.
- Conduct customer persona development to understand and articulate the value and differentiators of IIX solutions in addressing specific business needs effectively.
- Continuously monitor industry trends and conduct thorough research and analysis to pinpoint target markets, industries, and organizations aligned with our platform's offerings.
- Drive aggressive outreach efforts using innovative techniques to penetrate new markets and industries, incorporating feedback loops to refine strategies based on insights gathered.
- Understand clients' businesses and workflows to retain existing clients and identify opportunities for revenue generation through digital products.
- Collaborate with Product teams and cross-functional teams to support strategic client development needs and deploy new features effectively.
- Forecast revenue and sales using data-driven approaches to set achievable targets and measure performance, with a strong focus on customer success and long-term value delivery.
- Strengthen the sales pipeline through strategic initiatives, leveraging insights from successful pipeline management strategies in high-growth environments.
- Manage the entire sales process from prospect identification to deal closure, including cold outreach, pitching, quotation building, follow-ups, and negotiations.

- Develop a social presence through your rep page and social media to drive interest and leads.
- Maintain accurate and up-to-date records of sales activities, pipeline management, and client interactions in CRM systems.
- Work closely with stakeholder groups across client success, support and operations to establish best practices that align with the Morningstar sales methodology
- Manage and develop sales talent for career progression, optimization of coverage, balancing our cost of sales (within budget for compensation, T&E) and avoiding disruption to our clients
- Serve as a visible driver of strategic client relationships and actively coach team members to drive sales success and personal growth for team members
- Build and nurture strong relationships with key stakeholders, including sustainability officers, CSR managers, procurement professionals, and C-suite executives, through customized engagement strategies and thought leadership content.
- Leverage industry networks, events, and conferences to expand our reach and influence within the market, incorporating feedback mechanisms to adapt relationship-building strategies based on stakeholder insights.
- Continuously develop expertise to act as an influencer and trusted advisor for both IIX and stakeholders.

Requirements:

- Candidates should have at least 10 years of sales and/or sales management experience in the finance or data industry
- Proven track record of exceeding sales targets
- Superior people development and coaching skills.
- Bachelor's degree in Business Administration, Sustainability, Environmental Science, or related field; MBA or relevant certifications (e.g., CSR, ESG) preferred.
- Proven experience in sales management, preferably in the technology industry, with a track record of success in driving revenue growth.
- Deep understanding of ESG principles, frameworks (e.g., GRI, SASB, TCFD), and reporting standards, with the ability to articulate the value proposition of ESG technology solutions to diverse audiences.
- Excellent communication, presentation, and interpersonal skills, with the ability to effectively engage and influence stakeholders at all levels of an organization.
- Strong analytical and problem-solving abilities, with a data-driven approach to identifying client needs and driving strategic decision-making.
- Leadership skills to manage and motivate a sales team, fostering a culture of accountability and continuous improvement.
- Hands-on experience in deal closure, with a proven ability to navigate complex sales cycles and negotiate favorable terms.
- Ability to work independently and collaboratively in a remote or hybrid work environment, leveraging technology and virtual communication tools effectively.
- Willingness to travel as needed for client meetings, industry events
- Demonstrated ability to work collaboratively across product and sales teams
- Strong leadership, long-range planning, collaboration and time-management skills are essential
- Proficient in Microsoft Excel, PowerPoint, and Salesforce.com

Location: Singapore

Submission: Please submit a cover letter and a resume to apply-ac8ea99300df@iix-global.breezy-mail.com