

## If you are looking for a new way to challenge yourself we may have the right opportunity for you!

Balkan Services is an IT consulting company helping organizations to nail the right software solution for their growing business and implement it in the fastest, most efficient, and smooth way.

In relation to new projects and increased work volume, our team is growing.



We are looking for:

### Sales Lead – Consultative B2B Software Sales

#### About the Role:

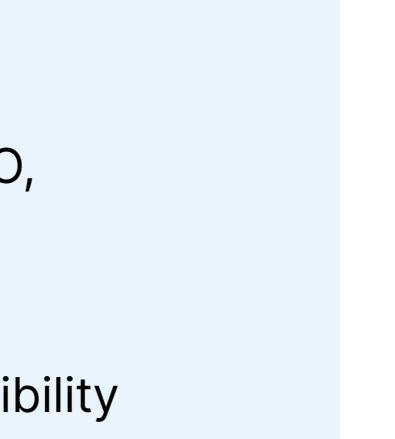
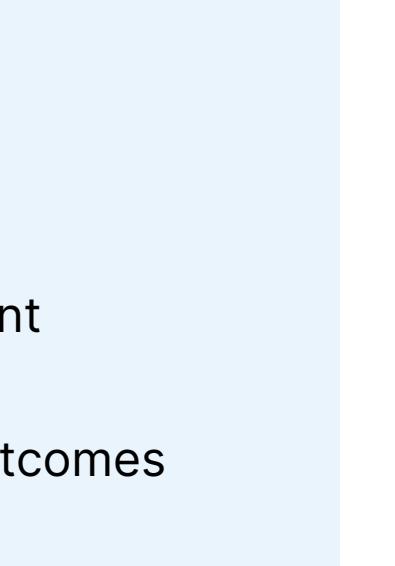
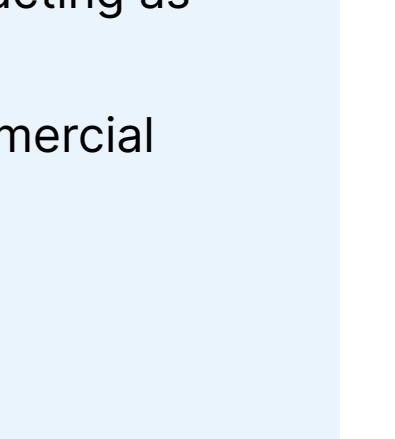
At Balkan Services, we are looking for a Sales Lead who thinks strategically, builds trust, and orchestrates people, processes, and expertise to deliver complex B2B solutions.

This is not a “push-for-numbers” sales role.

It's a leadership role in consultative sales, where success comes from understanding business complexity, aligning stakeholders, developing people, and building sustainable growth.

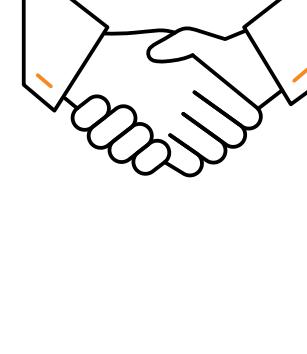
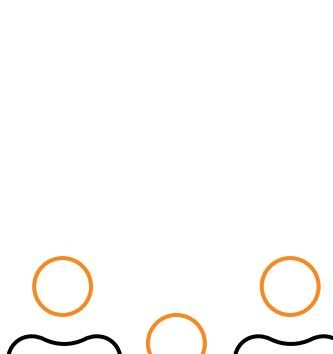
You will lead a small sales team, shape how we sell, and serve as a bridge among clients, sales, consulting, and partners. You'll combine strategic thinking with hands-on involvement in key deals and people development.

If you are energized by bringing clarity, collaboration, integrity, and long-term impact, this role is for you.



#### What You'll Do:

1. Lead Consultative Sales Strategy & Execution
  - Define and evolve the sales approach for complex B2B software solutions
  - Translate business strategy into clear sales priorities, focus areas, and execution
  - Personally lead and support key strategic deals, acting as a trusted advisor to senior stakeholders
  - Balance long-term relationship building with commercial accountability
2. Orchestrate People, Not Just Results
  - Lead, coach, and develop a small sales team
  - Create psychological safety, clarity of expectations, and accountability
  - Support team members through feedback, coaching, and structured development
  - Address tensions and “friction” constructively and transparently
3. Drive Deep Client Understanding
  - Lead discovery conversations focused on business problems, value, and ROI
  - Help clients navigate complexity and make confident decisions
  - Translate technical solutions into clear business outcomes
4. Upgrade Sales Processes
  - Shape sales processes that provide structure without bureaucracy
  - Ensure visibility and predictability of pipeline and forecasts
  - Continuously improve how we qualify, position, and close opportunities
5. Cross-functional & Partner Collaboration
  - Act as a connector between Sales, Consulting, PMO, and Marketing
  - Align expectations on scope, value, and delivery
  - Work closely with software partners, ensuring credibility and consistency



#### Who You Are:

##### Your Profile

- Proven experience in B2B consultative software sales
- Comfortable navigating complex, multi-stakeholder environments
- You influence through credibility, clarity, and trust, not pressure

##### Your Strengths

- Strategic thinker – you see patterns, priorities, and long-term implications
- High emotional intelligence – you read the room, listen deeply, and build trust
- People-oriented leader – you care about developing others, not just outcomes
- Analytical and structured – you value data, logic, and informed decisions
- Calm under ambiguity – you can lead when not everything is defined
- Integrity-driven – you do what you say and expect the same from others

##### What You're Not

- You are not motivated by short-term wins at any cost
- You don't thrive in command-and-control or overly aggressive sales cultures
- You don't rely on scripts, manipulation, or pressure tactics

##### What You Bring

- Strong background in B2B software or complex solution sales
- Ability to identify business needs, align them with technical solutions, and successfully convert leads into clients
- Experience working with CRM systems
- University degree in Business, IT, Finance, or a related field
- Curiosity and willingness to continuously deepen both business and technical understanding



#### Why Balkan Services:

- A culture built on integrity, professionalism, and collaboration
- Complex, meaningful solutions that require real thinking
- Space to shape how sales works, not just execute tasks
- Opportunity to build something sustainable – systems, people, and trust

#### The first part of our recruitment process is a task that we will send to approved candidates.

#### The second part of the recruitment process will be an interview with the candidates who succeeded with the task.

#### ARE YOU INTERESTED?

Then we look forward to receiving your application online at [jobs@balkanservices.com](mailto:jobs@balkanservices.com)

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