



Director of Urban Wood Sales

To apply, please email your resume and cover letter to theo@cambiumcarbon.com with the subject line "Director of Urban Wood Sales_[INSERT LAST NAME]"

Warning:

This is not your typical sales role. As the first sales hire for an early (but fast-growing, [2021 Forbes 30 under 30](#)) startup, you will be responsible for designing and iterating on the sales process as much as executing it. This role is for a sales professional with an entrepreneurial mindset.

[Cambium Carbon](#) is attacking the challenge of climate change head on. We are an early-stage circular economy startup reforesting America by enabling local wood economies. We work with cities and other public & private partners to save fallen city trees from landfills, turn them into their best use, and channel revenues into planting projects. We do that through the Reforestation Hubs model—[recently featured by the World Economic Forum](#). Urban wood sales fuel this circular economy, and we believe in business model innovation that creates jobs, supports local economies, and fights climate change.

We have overwhelming interests from cities (31 applicants to our first cohort), organizations, architects, designers, contractors, real estate companies, and more who all believe in this new way of doing business and are rapidly trying to add additional talent to meet this demand.

A Unique Opportunity

We are at an inflection point, a small team preparing to launch several pilot programs to foment scaling across the US.

As Director of Urban Wood Sales, you will design, execute, and iterate the sales strategy, establish sales pipelines in partner cities, and enable Cambium Carbon's growth across the system. You will be responsible for selling products that are unequivocally good. Products that enable systemic change, address social inequities by supporting workforce development programs in cities, and directly contribute to carbon sequestration.

As our first sales hire, you will join an ambitious team and help build this movement—scaling our impact and business across the country. We love what we do, are incredibly grateful for the opportunity to do it, and are looking forward to seeing if you are a great fit.

Who You Are

- You are a gritty, creative entrepreneurial sales professional. You relish the chance to roll up your sleeves and dig into a new opportunity, hunt, and drive impactful results
- You have 5+ years of experience selling and managing high value contracts (products or services related to wood products or building materials preferred)
- You are an empathetic listener excited to learn the ins and outs of the urban wood industry
- You are curious, flexible, and adaptable, and you wisely know when to take the initiative to help create, implement, and iterate on effective sales processes, pitches, collateral, and more (opposed to just following along with established processes)

You will be accountable for:

- Directly generating sales leads and converting them into sales dollars
- Refining the impact messaging to ensure authentic brand voice throughout the sales process
- Vetting & managing inbound leads while pursuing new business via outbound strategies
- Managing the sales pipeline from lead to close (with help from core team as needed)
- Working alongside the founding team to create, implement, and iterate on the sales process, pitch/demo script, collateral, tooling, documentation, and more
- Creating and implementing long-term sales strategy
- Support in developing staffing plan for long-term sales team growth

Requirements:

- 5+ years of experience executing and managing sales strategies and deals (wood products and building materials preferred)

Culture Fit

Culture fit is one of the most important characteristics we consider with new hires. These are our core values, and we vet every candidate for a culture fit before considering them:

- To manage a complex system and build an amazing team, **communication** is key. You seek to understand before being understood. You don't use 10 words when 3 will do, and you constructively engage to discover what is best.
- Doing something great takes **courage**. You question actions inconsistent with (y)our values. You take calculated risks. You leave your ego at the door, and you take extreme ownership of your mistakes.

- Creating something new requires **curiosity**. You are eager to learn, fail, and learn more, and you are not afraid of a challenge just because it hasn't been done before.
- We are a **gritty** team. You view failures as learning opportunities. You relish every moment to challenge yourself and positively impact the world.
- We are **impact focused**. You are proactive despite uncertainty. You consistently deliver exceptional work—while professionally receiving and delivering feedback to maximize impact.

Diversity: Difference builds resilience

Cambium Carbon is committed to building an inclusive organization that reflects the diverse communities our team works to serve.

We believe that diversity in all its forms (gender, race, ethnicity, age, sexual orientation, religion, veteran's status, disability and more) is essential to imagining and actively building a more just and sustainable future for all. We also actively promote diversity outside our organization, through the partnerships we enter into and the business decisions we make. Learn more about our [culture and values here](#).

Compensation

As Director of Urban Wood Sales, you will receive a competitive base salary and compensation package with high upside growth. This position is intended to jumpstart Cambium Carbon's urban wood sales. The position includes a 90 Day probationary period. After this period expires, and things go well, we will hire a fulltime Wood Sales Director (or appropriate title) with equity compensation.

Timeline

Applications will be accepted on a rolling basis, and the ideal candidate will be able to start January 30, 2021 (or sooner).

We're excited to hear from you—let's go make the world better!