GARDAWORLD
Careers

Director of Global Inside Sales & Growth Pipeline

Reference	1449935000
Work locations	Montréal (Quebec, Canada)
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Director of Global Inside Sales & Growth Pipeline

Based in: Montreal, QC, Canada

Reports to: Vice-President, Global Marketing and Growth Strategy

Overview

GardaWorld is looking for a Global Inside Sales & Growth pipeline manager to build and develop high-efficiency pipeline production capacity in our global companies.

Reporting to the Vice President, Global Marketing & Growth Strategy, this leader will bring together 2 complementary capabilities (Inside Sales via phone, email and digital channels, and Lead Sourcing) to help our businesses identify the right accounts and decision-makers, engage prospects effectively, and convert opportunities into measurable pipeline.

This is not a traditional role as a leader in internal sales: this team does not replace field exploration; it feeds it upstream by generating and meeting the requirements of sales teams. We are looking for a growth-oriented business leader who can build repeatable methodologies, develop efficient teams and pipeline production capacities at the company level with different markets, maturity levels and growth ambitions.

Key Responsibilities

- Lead and scale Global Inside Sales and Lead Sourcing, establishing methodologies, reading books, processes, training and performance standards to create world-class pipeline production capacity.
- Develop models of scalable growth for our commercial units, adapting domestic sales and lead supply capacity to their market opportunities, maturity, growth objectives and changing needs.
- Build effective teams and leaders, creating a strong performance culture focused on coaching, accountability, continuous improvement and talent development.
- Lead pipeline performance and economy, link activities to qualified opportunities, pipeline, conversion, revenue and ROI, not just call, email or volume of activity.
- Strengthening the orchestration of sales and marketing, ensuring the intelligence of target accounts, marketing demand, commitment to internal sales and tracking sales work as a single connected growth engine.
- Using data, technology and AI to improve account identification, perspective intelligence, prioritization, productivity and performance while maintaining high-quality human commitment.

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Required qualifications

- 10 years and more experience in domestic sales, sales development, business development or pipeline production B2B, including a significant leadership experience.
- Experience in building or scaling up high-performance BDR, SDR or Domestic Sales organizations.
- A good understanding of lead supply, account intelligence, prospecting data and target account development.
- Demonstrated ability to translate prospecting activities into qualified pipelines, revenues and measurable ROI.
- Experience in developing evolutionary methods, reading books, training frameworks and performance management.
- A good understanding of CRM, business commitment, perspective intelligence and new AI-compatible sales technologies.
- Strong analytical and commercial acuity, combined with exceptional leadership and coaching capabilities.
- Experience operating across multiple businesses, markets or geographies is a strong asset.

The Profile We Are Looking For

We're looking for someone who thinks like a growth operator and leads as a business environment.

This person is obsessed with the pipeline economy rather than the volume of activity and understands that the production of high-efficiency pipelines begins before the first call: with the right accounts, the right contacts, the right information and the right approach.

Most importantly, this leader knows how to take what works, understand why it works, and industrialization and scale it through companies with different levels of maturity and ambition for growth.

Search for reference 1449935000 on the Canadian GardaWorld careers portal.

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