

Wanted: Wicked smart Inside Sales Jedi to join our rapidly growing tech company.

About us:

- ❖ We're a small, scrappy start-up that grew bottom-line revenue by over 650% from 2019 to 2020.
- ❖ We're making big waves in the \$90 billion dollar incentive industry marketplace.
- ❖ We're fully distributed: you work where you want, you're self-directed, and you can manage your own schedule. We have high expectations and care most about what we can achieve together.
- ❖ We're intense and intentional about our work; we work hard and expect that you will too
- ❖ We're willing to take risks but are committed to growing smart.
- ❖ We're not interested in micromanaging someone who doesn't really want to work that hard.
- ❖ We're a family company, and you're our first hire "outside the family." We don't have time to hire wrong. We're going to make sure we hire the most exceptional person we can find.

About you:

- ❖ You're a database and AWS guru. Don't know what AWS is? Please do not apply.
- ❖ You have mad Excel skills and can do crazy things with INDEX and VLOOKUP.
- ❖ You're a hustler. You may not have a traditional college degree, but you have more than one success story.
- ❖ You're an up-and-coming sales guru with a sweet spot for expanding existing relationships. You connect quickly with others and love figuring out how to grow the business.
- ❖ Speaking of business: you know the ins and outs of what makes a business successful. Don't know what a P&L is? Please learn how to read one before you apply.
- ❖ No job is beneath you. Like the rest of us, you'll roll up your sleeves, jump in, and do what it takes to get the job done.
- ❖ Tech-savvy is your middle name. You don't need to write code but you're smart, you learn fast, and you just "get it."
- ❖ You have a knack for seeing patterns, understanding customer behavior, and anticipating needs.
- ❖ You're obsessive about details and fix mistakes when you see them.
- ❖ You're more motivated by achievements and potential than money. (This is not the highest paying gig out there but, if you play your cards right, it could make you annoyingly wealthy someday.)
- ❖ You're looking for something seriously long-term. Job hoppers need not apply.
- ❖ You are One with the Force.
- ❖ Know the difference between your, you're, their, there, and they're (without Google).

About the job:

- ❖ You will manage and grow existing customer and vendor relationships.
- ❖ You will do everything in your power to make sure our customers and vendors stay happy so, yes, this means you will be handling customer service issues when they arise.
- ❖ You will help the owner document and SOP everything that currently resides in his brain.
- ❖ You'll help us figure out how to create efficiencies and build the infrastructure we need to win.
- ❖ You'll own the entire product lifecycle and status on our platforms, including setups and activation/deactivation.
- ❖ You'll own our Sales Support email inbox and triage messages that come in.
- ❖ When random projects come up, you'll either pitch in and help or own the project yourself.
- ❖ You'll tackle administrative tasks to keep the business running smoothly.
- ❖ You'll notice what needs doing and recommend solutions.
- ❖ You'll aggregate and upload tracking info for customer shipments.
- ❖ Eventually, you'll take over invoicing and product ordering.

Compensation:

- ❖ USD 45,000 per year + discretionary bonus (based on company performance) of up to 20%
- ❖ Company IRA with employer match contribution of 3% (if you're located in the United States)

The fine print:

- ❖ We do not offer health benefits. However, we do offer a \$250 per month health and wellness stipend that you can use toward a healthcare plan as needed.
- ❖ If you want the job, you have to earn it. Final candidates will go through both a skills test and a paid trial. You'll do the trial on your own time and, if you're successful, a job offer will follow.
- ❖ We'll review your compensation every year. The better the company does, the better you'll do. We want to win together.
- ❖ After you've been with us for five years, we'll evaluate you for partnership. This is a big deal for us, and it could be a game-changer for you.
- ❖ People with diverse backgrounds are strongly, strongly encouraged to apply. We are a unique company, and so are you.

How to apply:

- ❖ Instead of a cover letter, please answer The Questions below. Applications that do not include answers to these questions will not be considered.

- ❖ Send your resume and answers to The Questions to kbloomstrom@luckyrhino.com. Please proofread! Spelling and grammatical errors are highly irritating.

The Questions:

1. Check out our website at www.luckyrhino.com. Someone asks you what we do. What do you say?
2. Jump off the page. What makes you exceptional?
3. What do you know about AWS? Don't just regurgitate what you found on Google. Wow us.
4. You're 100 years old and telling your great-grandchild how you built your legacy. What's your story?
5. Tell us about a customer conflict you resolved that led to a stronger relationship with that customer. What was your approach?
6. What's your side hustle? Has it been successful? Why or why not?
7. Please rank these words from 1-5 in order of how important they are to you (1 being the most important): Loyalty, Achievement, Integrity, Wealth, Teamwork