Head of Sales, Australia & New Zealand

Sydney | Full-time | Sales Leadership

Lead the next phase of growth at GRC Solutions

GRC Solutions is looking for an experienced, commercially driven **Head of Sales, Australia & New Zealand** to lead our Business Development and Account Management teams and help drive the next phase of our growth.

This is a hands-on leadership role spanning **subscription eLearning, Salt LMS, consulting and custom learning solutions**. You'll work with an established client base and experienced sales team, but also have genuine scope to shape how we sell, how we manage and grow accounts, and how we build a more scalable and predictable sales engine.

The opportunity

We're evolving from a traditional compliance training provider into a broader **technology, content and advisory business**, with recurring subscription revenue at the centre of our growth strategy.

As Head of Sales ANZ, you'll take ownership of our regional sales performance and lead both sides of the commercial equation:

- **New business:** helping our Business Development team win larger corporate and enterprise clients
- **Account growth:** strengthening retention, renewals, cross-sell and expansion across our existing customer base
- **Recurring revenue:** growing subscription eLearning and technology revenue, including Salt LMS
- **Broader solutions:** increasing sales of consulting, HR advisory and custom learning solutions
- **Sales effectiveness:** improving pipeline quality, conversion, forecasting and CRM discipline
- **Team performance:** coaching and developing an experienced team and building a strong culture of accountability
- **Sales and marketing alignment:** working closely with Marketing to turn commercial priorities into targeted campaigns and qualified opportunities.

Shape the way we sell

This is more than a role focused on hitting a number.

You'll help us evolve our ANZ sales model, including how we segment accounts, qualify opportunities and allocate sales capacity.

For smaller subscription opportunities, the goal is a more efficient, repeatable sales process and, over time, the development of SDR capability. For larger and more complex opportunities, we want experienced team members to have the time and capacity to build relationships, develop sophisticated solutions and win strategically important clients.

You'll also own the discipline and predictability of our pipeline, including regular reviews, realistic close dates, CRM discipline and reliable monthly and quarterly forecasting.

Who we're looking for

You're an experienced B2B sales leader who combines commercial drive with strong people leadership.

Ideally, you'll bring:

- Proven experience leading and developing a B2B sales team
- Experience across both new-business sales and account management
- A strong track record of revenue growth
- Experience in SaaS, subscription services, technology, eLearning or professional services
- Success selling sophisticated solutions to corporate organisations
- Strong pipeline management and forecasting discipline
- Experience building recurring revenue and protecting customer retention
- Confidence coaching experienced salespeople
- Strong commercial and negotiation skills
- A practical, data-driven approach to sales leadership
- The ability to build trusted relationships with senior client stakeholders.

Experience in **compliance, RegTech, eLearning, LMS, HR technology or professional services** would be particularly valuable.

Why GRC Solutions?

GRC Solutions is an established Australian provider of compliance training, technology and advisory solutions, with offices across Australia, Singapore and Hong Kong.

We're at an exciting point in our development. We're growing our subscription business, expanding Salt LMS, building our consulting capability and developing increasingly sophisticated learning solutions for our clients.

Our recent acquisition of **HR Advice Online (HRAOL)** also creates new opportunities to bring together compliance training, HR advisory services, subscription learning and technology across our combined client base.

You'll work directly with the CEO, COO and broader leadership team and have the opportunity to make a visible impact on the commercial performance and future direction of the business.

If you're a sales leader who likes building teams, improving the sales engine and still getting involved in the deal, we'd like to hear from you.

Apply: careers@grc-solutions.com