



WE'RE HIRING · NORTH AMERICA

Head of Business Development, **North America**

RADACAD is hiring its first dedicated business development leader to build our enterprise consulting business across North America. You'll open doors with data and finance leaders, build our co-sell relationship with Microsoft's US field teams, and close fixed-scope Microsoft Fabric, Power BI and AI engagements alongside one of the best-known names in the Microsoft data world.

LOCATION	TYPE	REPORTS TO	COMPENSATION
United States, remote (Eastern or Central preferred)	Full-time	Reza Rad, Founder & CEO	US\$120K–150K base, US\$220K–280K OTE

About RADACAD

RADACAD is a specialist Microsoft Fabric, Power BI and AI consulting and training firm, founded in 2014 by Reza Rad, a Microsoft Regional Director and 16-year Data Platform MVP. We've trained 10,000+ professionals and served 500+ organizations across 80+ countries. Our YouTube channel has 90,000+ subscribers, we've published 13 books, and our online Power BI & Fabric Summit draws thousands of attendees every year.

When the Microsoft data community wants to learn best practice, they learn it from us. Now we're taking that expertise directly to the executives who buy it. Our first packaged offer, the Fabric & AI Data Readiness Assessment, is a fixed-price engagement that leads into larger implementation work. You'll be the person who takes it, and the offers that follow, to market.

What you'll do

- **Build the Microsoft co-sell engine.** Develop relationships with Microsoft's US Data & AI specialists, account executives and partner managers. Register co-sell opportunities and use Microsoft partner funding programs to bring RADACAD into their customers.
- **Find and win new clients.** Prospect into mid-size and enterprise organizations, targeting CIOs, CDOs, heads of data and finance leaders. Work our existing audience (thousands of summit registrants and a large community following) to identify target accounts.
- **Own the full sales cycle.** Qualify, run discovery, scope with our technical leads, write proposals, negotiate and close. Bring Reza into the key meetings where his presence makes the difference.
- **Sell our packaged offers,** starting with the Fabric & AI Data Readiness Assessment, then expand those clients into implementation, managed services and enterprise training.

- **Fill and follow up our executive events.** Help invite data leaders to our invitation-only leadership forums, and turn attendees into opportunities.
- **Build the sales system.** Set up and maintain our pipeline, forecasting and CRM. You'll be designing how RADACAD sells, not just following an existing process.
- **Feed the market back to us.** Tell us which offers, industries and messages are working so we can shape what we sell next.

What you bring

Must-haves

- **5+ years selling consulting or professional services** (not only software) in data, analytics, AI or cloud.
- **Direct experience in the Microsoft ecosystem:** selling at a Microsoft partner in Data & AI, or as a Microsoft seller, specialist or partner development manager. You know how co-sell, Partner Center and Microsoft funding programs work in practice.
- **A track record of quota attainment you can show,** with deals you sourced yourself, not only inbound leads handed to you.
- **Experience selling to senior buyers:** CIOs, CDOs, CFOs or VPs who own budget.
- **Comfort scoping and pricing services:** you can turn a conversation into a scope, a fixed price and a proposal.
- **A builder's mindset.** You've worked without a large sales support machine, or you're ready to. There's no marketing team or SDR to hand you meetings on day one.

Nice-to-haves

- Existing relationships with Microsoft US field teams in Data & AI.
- Experience in a specific industry, such as energy, financial services or manufacturing.
- Enough technical understanding of Microsoft Fabric and Power BI to hold a credible first conversation with a data leader.
- Experience as the first or early sales hire at a growing firm.

What success looks like

90 days

Active relationships with Microsoft Data & AI teams in your region; first co-sell opportunities registered; a steady flow of meetings with data and finance leaders; your first assessments closed or in late stage.

6 months

A qualified pipeline of about 3x your annual target; several assessments delivered and converting into implementation work; a working CRM and forecast.

12 months

Bookings of about 5 to 6x your on-target earnings, a repeatable sales process, and a clear view of which markets and offers RADACAD should expand into next.

Why join RADACAD

- **Doors open easily.** Reza Rad is one of the best-known names in the Microsoft data world. Prospects take your call, and Microsoft field teams already know who we are. Most first sales hires start completely cold.

- **Warm leads from day one.** Thousands of Power BI & Fabric Summit registrants and a community of 90,000+ YouTube subscribers give you a ready-made list of target accounts.
- **Offers that are easy to sell.** Fixed-scope, fixed-price engagements with published pricing, so you aren't writing custom proposals from scratch for every first conversation.
- **A market that's moving fast.** Microsoft is investing heavily in Fabric and AI, and organizations need specialists to make it work.
- **Build something, not just sell.** You'll design how RADACAD sells in North America and can grow into leading a sales team as the business grows.
- **Uncapped earnings,** so your income grows with the business you bring in.

Compensation and location

BASE SALARY

US\$120K–150K

Depending on experience.

ON-TARGET EARNINGS

US\$220K–280K

At 100% of target, uncapped above target. Commission terms shared at offer stage.

LOCATION & TRAVEL

US, remote

Eastern or Central time, near a major airport. Around 20 to 30% travel.

On-target earnings are your base salary plus the commission you earn when you hit your annual sales target. You'll also get direct access to Reza and a team of Microsoft MVP-level consultants, and the chance to shape how a respected firm grows in the US.

How to apply

Email info@radacad.com with the subject "**Head of Business Development, North America**". Attach your resume or LinkedIn profile, and answer these questions in your email:

- 1 How many years have you sold **consulting or professional services** (not software)?
- 2 Have you sold Microsoft Data & AI services at a partner, or worked at Microsoft? Which company and role?
- 3 What was your quota and your attainment in each of the last three years?
- 4 What was the largest services deal you closed? Give its value, the buyer's title and how you sourced it.
- 5 Roughly what percentage of the revenue you closed last year did you source yourself?
- 6 Describe one deal where you used Microsoft co-sell or Microsoft partner funding. Who at Microsoft was involved?
- 7 Have you been a first or early sales hire, or worked without SDR and marketing support?
- 8 Where are you based, and are you authorized to work in the US?
- 9 What are your base and on-target earnings expectations?
- 10 In under 150 words: how would you get a first meeting with the CFO of a mid-size oil and gas operator in Houston?

Shortlisted candidates will be asked to prepare a short plan for approaching five real target accounts, and to walk through it with Reza.