

Job Description

Job Title:	Vice President of Enterprise and Channel Programs	Department:	Sales
Reports to:	Chief Revenue Officer (CRO)	Location:	Baltimore, Maryland
Travel Required:	Yes, as needed.	Position Type:	Full-time, exempt
Level/Salary Range:	\$150-170K and Commission	Supervision responsibilities ?	Yes.

Job Description

Purpose

Electronics Value Recovery (EVR) is a leading R2v3-certified, ISO 9001/14001/45001-certified IT Asset Disposition (ITAD) and Electronics Reuse and Recycling company based in Baltimore, Maryland. EVR specializes in secure data destruction, ITAD (IT Asset Disposition), electronics recycling, and value recovery from end-of-life IT assets. We help organizations responsibly manage and monetize retired technology through compliant, transparent, and environmentally responsible processes.

The Vice President of Enterprise and Channel Programs serves as the executive leader responsible for EVR's ITAD revenue performance, overseeing the company-wide ITAD sales strategy, marketing execution, vertical market expansion, and team accountability. This role owns the full ITAD ensuring predictable, scalable growth across all service lines. Reporting to the Chief Revenue Officer, the VP leads a structured team of director-level and functional leaders. This growth-critical position is accountable for building scalable sales infrastructure, driving enterprise and government acquisition strategies, managing complex and long-cycle contractual negotiations, overseeing RFP processes, and ensuring revenue targets are achieved across all markets. The VP fully owns the ITAD Sales & Marketing division in alignment with CRO oversight.

Our business is guided by a core belief: **sustainability is not a goal or initiative—it is a constraint**. Every member at EVR is expected to embrace and display the following company core values:

- **People:** EVR takes pride in the diversity of its team.
- **Sustainable:** We are committed to the long-term sustainability of the planet and the business.
- **Service:** EVR distinguishes itself through the quality of service that we deliver.
- **Fun:** Enjoying our work allows us to be a more productive company and

ultimately to deliver our clients a better overall experience.

Role and Responsibilities

Enterprise Revenue Leadership

- Own overall revenue generation strategy across ITAD including: government, enterprise channel sourcing; data center services; and regional markets.
- Lead sales strategy for long-cycle, high-complexity, enterprise, and government contracts.
- Oversee multi-year, contract-based negotiations, including RFP responses and competitive bid environments.
- Drive revenue forecasting, funnel visibility, and strategic growth execution.
- Partner with the CRO on quarterly and annual revenue planning.

Sales Organizational Leadership and Accountability

- Directly manage, at scale, at least 8
- Establish clear revenue targets, KPIs, and pipeline expectations across verticals.
- Lead structured pipeline review cadence (weekly/monthly).
- Hold leaders accountable for call metrics, client engagement activity, close ratios, and revenue output.
- Design compensation structures, territory allocation, and performance standards.
- Recruit, coach, mentor, and retain high-performing sales talent.
- Take full responsibility for performance management decisions.

Integrated Marketing Leadership

- Oversee strategic alignment between marketing output and sales conversion.
- Drive accountability for inbound lead quality and conversion rates.
- Direct brand positioning within ITAD, government, and enterprise markets.
- Ensure digital marketing, social outreach, campaign execution, and lead nurture strategies convert into measurable revenue.
- Establish ROI-based marketing discipline and reporting standards.

Territory and Vertical Expansion

- Guide vertical strategy across multiple verticals, including: healthcare; finance enterprise; government; and local/regional markets.
- Develop national enterprise acquisition strategy.
- Oversee Baltimore, and other location, regional growth strategy.
- Identify new service-line opportunities (data center services, channel partnerships, consignment programs).

Cross-Functional Integration

- Collaborate closely with Operations to ensure service delivery supports enterprise growth.
- Align finance, compliance, and operational capabilities with contract requirements.
- Ensure scalable processes across departments to support revenue expansion.

Required Skills and Qualifications

- Bachelor's degree in Business, Marketing, or related field preferred.
- Proven track record leading high-performing sales teams and achieving revenue targets.
- Proven experience overseeing both marketing and sales functions.
- Background in IT services, managed services, ITAD, recycling, B2B services, or government contracting strongly preferred.
- Experience in enterprise-level contract negotiation and RFP environments.
- Demonstrated success managing long sales cycles (6–24 months+).
- Strong analytical skills and proficiency with CRM and sales analytics tools (Salesforce, HubSpot, etc.).
- Excellent communication, presentation, and interpersonal skills.
- Ability to travel regionally for client engagement and field coaching.

Physical Demands/Work Environment

The work environment characteristics and physical demands described here are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Moderate noise levels in an office setting
- Ability to sit for extended periods, type on a computer, and occasionally move around
- Requires close and distance vision, color recognition, and focus adjustment

Please send resumes to HR@electronicsvaluerecovery.com