



Sales Executive

Location: South Burnaby, BC

Position Type: Full-time

Schedule: Monday to Friday

Target Total Compensation: Up to approximately \$140,000 per year, including base salary, target commission, and bonus

About Covert Security Solutions

Covert Security Solutions is a growing Canadian security and technology company specializing in integrated security systems, managed video monitoring, access control, intrusion detection, video surveillance, and smart home technologies.

As we continue to grow, we are looking for an experienced **Sales Executive** to join our team in South Burnaby.

This role is ideal for someone who enjoys building relationships, developing new business, meeting with customers, and identifying security and technology solutions that meet customer needs. The Sales Executive will work closely with our estimating, project management, technical, vendor, and leadership teams to move opportunities from initial contact through to project completion.

The Role

The Senior Sales Executive will be responsible for developing new business, maintaining existing customer relationships, identifying customer requirements, and recommending appropriate security and technology solutions.

The successful candidate will manage sales opportunities throughout the sales process, including prospecting, customer meetings, site visits, proposals, follow-up, negotiation, and project handoff.

What You'll Be Doing

Sales & Business Development

- Identify and develop new business opportunities.
- Prospect for new customers and build and maintain an active sales pipeline.
- Build and maintain relationships with existing customers and key decision makers.
- Respond to incoming sales inquiries and follow up on leads and opportunities.
- Conduct customer meetings, consultations, and site visits.
- Understand customer needs, budgets, timelines, and project requirements.
- Recommend security and technology solutions based on customer requirements.
- Prepare and present proposals and quotations in coordination with the estimating team.
- Negotiate with customers and follow opportunities through to completion.



- Maintain consistent and timely follow-up throughout the sales process.
- Track sales opportunities, activities, communications, and follow-ups in the company's CRM.

Customer Relationships

- Act as a primary point of contact for customers throughout the sales process.
- Develop and maintain long-term relationships with customers and key decision makers.
- Maintain regular communication and respond to customer questions in a timely manner.
- Understand customer requirements and ensure proposed solutions align with the agreed scope and expectations.
- Provide a professional customer experience from the initial consultation through project handoff.

Project Coordination & Handoff

- Work closely with estimators to develop accurate project pricing.
- Coordinate with project managers and technicians to ensure proposed solutions are practical and aligned with project requirements.
- Participate in project handoff meetings.
- Clearly communicate customer requirements, project scope, and expectations to internal teams.
- Maintain accurate records of customer requirements, proposals, and sales activity.
- Coordinate internally to ensure customers receive accurate and consistent information throughout the sales process.

Market Development

- Research and identify new markets, customers, and business opportunities.
- Develop relationships with property managers, developers, general contractors, businesses, and other potential customers.
- Attend industry events, trade shows, networking events, and customer meetings as required.
- Stay informed about security technologies, industry developments, and customer needs.
- Identify opportunities to introduce additional services and solutions to existing customers.

What We're Looking For

- 7+ years of sales or business development experience.
- Experience in security, technology, construction, electrical, telecommunications, or a related industry is an asset.
- Experience selling security systems or technology solutions is strongly preferred.
- Strong communication, presentation, negotiation, and relationship-building skills.
- Professional and confident approach when dealing with customers.
- Strong consultative selling and customer service skills.
- Ability to understand customer requirements and translate them into practical solutions.
- Strong organizational and time-management skills.
- Ability to manage multiple opportunities, priorities, and follow-ups.
- Self-motivated and comfortable working independently.
- Proficiency with Google Workspace, CRM systems, spreadsheets, and other sales tools.
- Valid driver's licence and reliable transportation.



What We Offer

- Base salary of \$[insert expected base salary] per year.
- Target total compensation of approximately \$120,000 per year, including target commission and bonus.
- Full-time, Monday to Friday schedule.
- Health benefits following successful completion of the probationary period.
- Vehicle allowance.
- Opportunities for professional growth and advancement.
- A collaborative and supportive work environment.
- The opportunity to work with a growing Canadian security and technology company.
- The opportunity to build relationships across a variety of industries and projects.

Eligibility & Employment Requirements

- A valid BC Security Worker Licence, or eligibility to obtain one, may be required depending on the duties and responsibilities of the position.
- Employment is subject to satisfactory completion of any applicable pre-employment screening required for the position, which may include a background check where permitted by applicable law and relevant to the position.

Physical Requirements

- The position may involve occasional lifting, carrying, and handling of equipment and materials weighing up to 50 lbs (23 kg), including during site visits, customer meetings, and other job-related activities.
- The physical requirements of the position will be accommodated in accordance with applicable employment and human rights legislation.

Covert Security Solutions is committed to providing an inclusive recruitment and employment process. Accommodation is available during the recruitment process for applicants who require it.