



## Job Requisition

### Strategic Growth Advisor (SGA)

#### WHO WE ARE:

At Torch Designs, we believe that **small and medium-sized businesses are the backbone of this great nation**, and we're passionate about helping them thrive. Since 2008, we've ignited business growth through innovative marketing, creative design, and cutting-edge technology — not with cookie-cutter tactics, but with tailored solutions that deliver real results. Our culture is built on integrity, hard work, and a shared commitment to our clients' success. When they win, we win.

#### WHO WE'RE LOOKING FOR:

We're not looking for someone to "manage leads." We're looking for a true **sales hunter** — someone who thrives on seeking out opportunities, building relationships with decision-makers, and closing high-value deals with businesses generating \$1M+ in annual revenue. The right candidate will be fearless with cold outreach, confident in high-value conversations, and motivated by results. If you can open doors, create demand, and close deals, you'll thrive here.

#### WHAT YOU'LL DO:

- Drive outbound prospecting efforts to generate new business opportunities.
- Build and maintain a consistent pipeline through calls, emails, networking events, and direct outreach.
- Conduct consultative meetings to understand prospect needs and present tailored solutions.
- Meet defined weekly measured activity goals and monthly revenue targets.
- Add at least **one new customer per month** while achieving \$15,000 in monthly Annualized Gross Profit (post-onboarding).
- Collaborate with our onboarding team to ensure smooth client transitions and long-term relationships.
- Uphold our company values of integrity, transparency, and professionalism in every interaction.

## COMPENSATION & EARNINGS POTENTIAL:

- **Base Salary:** \$38,000 annually.
- **Ramp-Up Guarantee:** For the first 3 months, you'll receive a guaranteed monthly earnings floor of **\$4,500** (including base salary, commissions, and SPIFFs) to ensure you start strong while building your pipeline. This guarantee then tapers off over months 4–6 as you transition into full commission-based earnings.
- **Commissions:** Tiered rates of 5%–10% on monthly Annualized GP from qualifying deals.
- **SPIFFs & Bonuses:** Extra earnings for certain package types or high-performance months.
- **Earnings Potential:** \$65,000–\$170,000+ annually by consistently meeting quotas and selling just 2–4 packages per month.

## WHAT YOU BRING TO THE TABLE:

- Proven track record in B2B sales with a focus on outbound prospecting and closing.
- Exceptional comfort and confidence in approaching new prospects cold.
- Ability to identify and connect with decision-makers in \$1M+ revenue companies.
- Strong presentation, listening, and negotiation skills.
- Self-motivation and resilience in the face of challenges.
- Commitment to accurate CRM documentation and measured activity tracking.
- Valid driver's license and reliable transportation for in-market visits when required.
- **Must be legally authorized to work on a permanent basis in the United States.** Candidates do not need to be located in Lakeland, FL, but preference is given to those in Central Florida near larger cities like Tampa, Orlando, or Lakeland.

## WHY TORCH DESIGNS?

We believe in rewarding effort, celebrating wins, and building a team of people who genuinely care about our clients' success. You'll have the freedom to pursue big opportunities, the support of a talented team, and a compensation structure that rewards results — not just busywork.

## EMPLOYMENT TERMS:

This is an exempt position under the Fair Labor Standards Act (FLSA), subject to a 90-day probationary period. Employment is at-will in accordance with Florida law.

## HOW TO APPLY

If you're ready to join a team that rewards drive, celebrates wins, and values integrity, we'd love to hear from you.

Please email your **resume** and a **cover letter** explaining why you're the ideal candidate for this role to: [careers@torchdesigns.com](mailto:careers@torchdesigns.com)