



**Job Title:** Sales Development Manager  
**Department:** Commercial  
**Reports To:** Chief Commercial Officer  
**Job Type:** Full-Time Exempt  
**Location:** Remote (based in Seattle, WA or San Francisco, CA)  
**Start Date:** Immediately

## Who We Are

At Rebellion Energy Solutions, we plug orphan oil and gas wells to stop methane leaks fast, and then we give the land back.

There are an estimated 3.5 million abandoned wells in the United States. This means there is no owner, no operator, and no one legally responsible for plugging them. These wells leak methane— one of the most potent near-term drivers of climate change— into the air, soil, and water of the communities built around them.

Rebellion exists to fix that. Using the voluntary carbon market, we finance the plugging of orphan wells, stop methane emissions at the source, and restore the land to native health in partnership with the communities and landowners who depend on it. Our credits are verified, additional, and built on nearly a century of combined oil and gas expertise.

## About the Role

The opportunities ahead for orphan well clean-up and land restoration at scale are extraordinary. As Rebellion Energy Solutions continues to scale its commercial impact, we are seeking a Sales Development Manager to own and drive top-of-funnel pipeline generation for the Commercial team.

This role is ideal for a hunter, systems-minded professional who enjoys bringing structure, clarity, and discipline to complex sales environments. The successful candidate is someone who thrives in a fast-moving environment where the playbook is still being written and where their hustle shapes what gets built.

## Responsibilities

- **Pipeline Generation**
  - Own top-of-funnel pipeline generation, high-volume outbound prospecting (cold calls, emails, LinkedIn, etc)
  - Build, prioritize and manage prospect lists



- o Book qualified meetings with clear ICP alignment and maintain relentless follow-up cadence until you get a yes, a no, or a very good reason for neither
- **Account and Market Intelligence**
  - o Identify, research, prioritize target accounts across Rebellion's core buyer segment (including big tech, aviation, financial services, consumer goods sustainability teams)
  - o Stay sharp on the orphan well carbon market, be well-versed in Rebellion's competitive positioning, and know the answer to buyer questions that matter so that every touchpoint adds value
  - o Provide feedback to the commercial team to help sharpen the pitch based on Voice of the Customer
- **Sales Process & CRM Management**
  - o Prep briefs for Sales Lead ahead of meetings
  - o Assist with RFPs, applications, and sales or revenue submissions
  - o Track all activity, pipeline, and outreach with discipline & accuracy

This position will require periodic travel domestically and internationally, attending conferences, client meetings, site visits, etc.

Because we know that the nature of the work that we do requires charting a new path and shifting a legacy culture within the oil and gas industry, we also value transferable skills from complementary industries and lived experiences that have offered a training ground for developing the competencies needed to excel on our team and in this role. The successful candidate for this role will have a mix of the following qualifications, competencies and commitment to our core values:

### **Qualifications:**

- A passion for environmental justice and sustainability and desire to help chart a course in an emerging field.
- 2–4 years of experience in outbound sales, SDR, or business development roles.
- Exposure to sales operations or CRM management (specifically Pipedrive) is a plus.
- Comfort with data tracking and reporting (Excel or CRM dashboards).
- Demonstrated success in outbound prospecting and complex deal cycles with measurable results (e.g., meetings booked, pipeline generated)
- Highly organized with strong attention to detail and follow-through.
- Clear written and verbal communication skills.
- Experience in sustainability, energy, ESG, or adjacent regulated industries preferred.



### **Key Competencies:**

- **Operational Excellence:** Brings structure, clarity, and consistency to sales processes.
- **Systems Thinking:** Understands how tools, processes, and people interact to drive outcomes.
- **Enablement Mindset:** Anticipates what sales teams need to execute effectively.
- **Time Management:** Balances recurring responsibilities with ad hoc support needs.
- **Adaptability:** Comfortable operating in an evolving, fast-growth environment.
- **CRM and Data Hygiene:** Demonstrates strong data management practices by maintaining clean, accurate, and up-to-date records in CRM systems to support outreach, tracking, and reporting.

### **Core Values:**

We are guided by our core values. As we evolve as an organization, we seek to help you live these values daily.

- **Rebellious Individuality:** Our work culture encourages you to bring your true self to the table.
- **Authentic Communication:** We nurture an open and honest team environment that allows you to share transparently in the spirit of collaboration and problem-solving, while also holding space and listening to others with the intent of understanding and finding common ground.
- **Unlimited Collaboration:** The issues we seek to solve are often layered and impact communities. To find sustainable and just solutions, everyone is welcome, always.
- **Creative Thinking:** Working in an emerging industry, it is essential that you are comfortable being uncomfortable.
- **Genuine Solutions:** Don't focus on why we can't, rather on finding a way we can.

### **Compensation**

The compensation for this full-time, exempt position includes a base salary range of \$120,000–\$145,000, with OTE of \$170,000–\$200,000, with final offer dependent on expertise, years of experience, a verifiable track record of results, and geographic location. This role's performance-based variable compensation is tied to key sales development metrics, including qualified meetings booked, pipeline generation, and overall contribution to revenue outcomes.

Compensation is accompanied by a comprehensive benefits package including vacation/sick leave, medical/dental/vision insurance, and 401k matching.

### **How to Apply**

If your skills, knowledge, experience, and passion for environmental justice and sustainability align with the qualifications, competencies, and values shared above, we invite you to share your interest in this exciting opportunity.



Even if you don't "check all the boxes" above, we want to hear from you! We value the lived experiences and transferable skills that you feel make you an excellent candidate for this role and welcome the opportunity to learn more about them.

Complete our online application and submit your resume [here](#). We look forward to hearing from you!

*Rebellion Energy Solutions is an equal opportunity employer, committed to nurturing a diverse, equitable and inclusive work environment that respects, values and incorporates what makes us individually unique and collectively strong. All applicants will be considered for employment without attention to race, color, national origin, ancestry, religion, age, sexual orientation, gender identity, familial status, marital status, military or veteran status, or disability status in accordance with applicable federal, state and local laws.*