

A unique opportunity to explore career options and grow within 36 months

→ Year 1 and 2

Learn, prospect and discover opportunities, grow the pipeline, drive marketing campaigns while working closely with Account Executives, Marketing, Presales, and Industry Solutions teams.

→ Year 3

Continue on this track (prospecting, supporting further in sales cycle) and understand the various teams and get insights into their day-to-day. **You can then gradually develop into the role which fits your skills and interests.**

An ambitious 36 month program

Business Developer 1 Crawl: Months 0–6

- o9 onboarding, get to know the team and master the onboarding guide specially developed for BDRs
- Take your first training in the o9 Academy

Run: Months 12–24

- Complete several successful client pitches and follow ups
- Run the discovery part of the introduction in an intro call

Walk: Months 6–12 Master and practice the o9 pitch

- Get familiar with the sales cycle by supporting them day-to-day
- Proceed with training in o9 Academy

Senior Business Developer 2 Months 24–36

- Build a pipeline
- Explore different paths —add one OKR of choice based on a project

A vertical and horizontal career progression

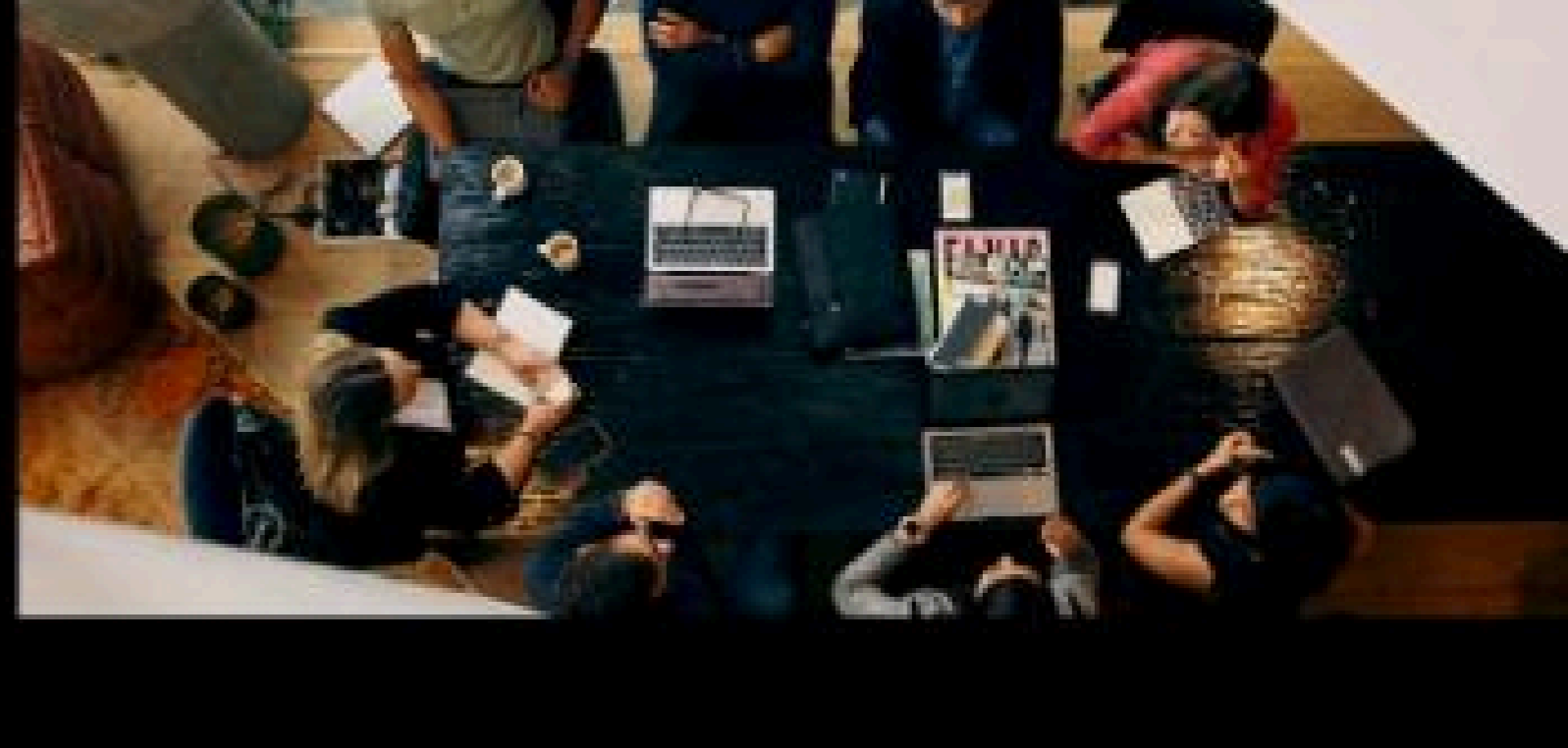
We don't only encourage our employees to work towards vertical promotions, we also want to stimulate our employees to make horizontal moves across our organization. This is because we truly believe that gaining insights from other departments and roles will help you settle and build strong foundations.

Let us breakdown the steps that need to be taken to get where you want to be.

1. After 24-36 months you will have definitely grasped all the fundamentals of o9 knowledge which will be of tremendous added value in your new role.
2. During both mid and yearly reviews you will discuss your progress within your role. When the reviews are positive and you are showing a good learning curve this will offer opportunities for both horizontal and vertical advancement.
3. Share your interest with your manager and HRBP. Inform them that you are potentially interested in a switch to another team. They will help you set up some informal chats with the right people to gain more insights which can help you in making a decision.
4. Once you are convinced that the new opportunity is the right one, the official application process can start.

What are the options?

- Project Manager (SalesOps)
- Project Campaign Manager/ Social Media Manager (Marketing)
- Engagement Manager (aim10x)
- Junior Account Executive (Sales)
- Junior Presales (Sales)
- Junior Alliance Executive (Alliances)
- Events Specialist
- Delivery/Customer Success



See our employees journey



Janis

Janis joined o9 as a BD because he liked the mix of being customer-facing, focusing on supply chain and working for a tech scale up. After a while he made a horizontal step to the Delivery team as Solution Consultant. In this role he still experiences the mix mentioned above. The only big change is that he is now diving into the technical aspects of our platform.

→ What's next?

"My ideal next role would be a role where I bridge the business and the software aspect of o9. Also I won't mind relocating to another office at some point given all the options we have!"

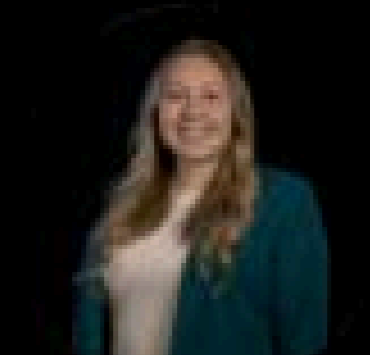


Aplonia

Aplonia started as an Innovation Strategist focused on the retail industry. When she attended her first demo of the o9 platform, she right away knew 'This is what I want to do next.' She is currently working as Senior Presales Consultant.

→ What is the culture at o9 regarding career progression?

"From the day I joined, you were encouraged to discover within the organization where you want to go next. Always the possibility to spend some of your time working with other teams and get to know their day-to-day activities. Surrounded by colleagues from various professional backgrounds, everyone is always happy to share their experiences and support you on your career path!"



Julia

→ What was your first position when you joined o9?

My first role at o9 was as an Innovation Strategist working with the Industrial Manufacturing diamond. I was promoted to Senior Account Development Strategist after demonstrating proficiency in the role and a desire for greater responsibility within the diamond.

→ Why did you choose to work for o9?

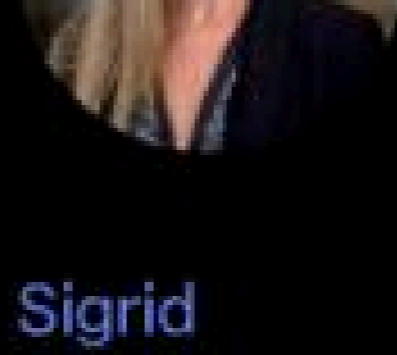
I knew o9 was the right choice because the role and company closely aligned with my goals. o9 has a high-growth culture, extensive opportunities for career progression, a focus on professional development, dedicated support and trust from the diamonds, an easy-to-access executive team, and competitive compensation.

→ Why do you think o9 provides a great environment to develop a career?

Coming into o9 as an Innovation Strategist, I have had the opportunity to network with, learn from, and feel supported by experienced sales professionals, supply chain consultants, industry experts, C-suite level executives, and the founders of o9 Solutions. The people make o9 the best place to develop as a young professional. The time, energy, and knowledge my team has invested into my personal and professional growth have been more than I could have ever imagined and an experience I would not have found anywhere else.

→ And now, what would you like your next job/role to be?

For my next challenge, I would love to manage/lead an even larger team. My passion is building team members up to become better versions of themselves, listening to my team's challenges, taking action, and providing unwavering support to ensure my team is performing successfully.



Sigrid

Sigrid made vertical progression in her team, she started as Business Development representative and is now the manager of the entire team.

→ What is the culture at o9 regarding career progression?

"It's a supportive culture when it comes to career growth. The Innovation Strategist role enables you to interact with various functions so you have a good understanding of sales and marketing roles. You also get to support in various sales cycle which helps to understand if that is a compatible path for yourself."



Jonathan

Jonathan started as Innovation Strategist and made a horizontal move to the Account Executive team.

→ Why do you think o9 provides the best environment to develop a career, skills and build on competencies?

"The fast-paced, flat organizational structure of o9 gives you the opportunity to take on responsibility, get exposure to customers and seniors which allows you to develop your career and skills rapidly. Processes are not set in stone, which allows you to make an impact in how certain things are done within the organization"



Brian

→ What is your current position within o9 Solutions?

My current role is Manager/Team Lead, Business Development, The Americas. I started as one of the first Business Development reps at o9 on the North American team in June 2020. o9 continuously shines as a thought leader with a next-gen product that has been garnering more and more attention from the largest and most complex businesses across the globe.

Over time, I increased my understanding and knowledge of supply chain, specifically the digital supply chain space, and even more importantly, how to leverage o9's key differentiators in my outreach to prospects. What I like most about this role is prospecting for new opportunities with the largest organizations in the world.

→ Why do you think o9 provides the best environment to develop a career and skills and build on competencies?

o9 provides a great environment to develop a career for many reasons. The two that come to mind are:

1. We are a leading software provider for transforming planning and decision-making that has continued to see strong growth, hitting and exceeding revenue milestones.
2. o9 continues to invest in its people. We have some of the most talented minds serving as the most experienced resources. The number of mentors within o9 gives the company a strong position in developing its talent.

→ And now, what would you like your next job/role to be?

For my next challenge, I would love to manage/lead an even larger team. My passion is building team members up to become better versions of themselves, listening to my team's challenges, taking action, and providing unwavering support to ensure my team is performing successfully.