



OPEN CITIES LAB

COMMERCIAL SALES LEAD

Looking to be placed as soon as possible

REMUNERATION: R45,000 - R70,000 base salary & commission on sales (negotiable depending on experience & suitability)

LOCATION: Remote - South Africa

TYPE: Fixed term contract for 6 Months with the possibility to renew

REPORTING TO: Head of Growth & Partnerships

COMPANY: [Open Cities Lab](#)

PLEASE SEND CV TO: recruitment@opencitieslab.org

Due to the volume of applications received, only shortlisted applicants will be contacted.

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We believe that through empowering citizens, building trust and accountability in civic space, and building capacity with government, we will enable participation in decision-making, evidence-based urban intervention, and inclusive co-design that will improve the lives of residents in urban spaces. We offer data and digital services to improve and transform service delivery.



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JOB DESCRIPTION – Commercial Sales Lead

Are you passionate about building partnerships and driving growth in a purpose-driven organisation? Join us in advancing urban transformation through data, technology, and meaningful collaboration.

OCL develops and implements digital and data products across cities globally. As an NPO, our sustainability depends on strong partnerships, diversified revenue, and effectively communicating the value of our work to funders, governments, and collaborators.

We are looking for a highly strategic, relationship-driven Sales Lead to drive revenue growth by selling OCL's data-driven digital products (software solutions) to public and private sector organisations, while effectively positioning and packaging offerings to meet client needs and market demands. This role focuses on positioning, pitching, and securing partnerships, building a strong pipeline, and converting opportunities into sustainable revenue streams.

The Sales Lead will work closely with the CEO and senior leadership to shape and execute OCL's growth strategy, with the role evolving to build and lead a high-performing sales and partnerships function as the organisation scales.

We reserve the right to redeploy the successful candidate into another role, as required.

Key Outcomes:





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- A healthy and consistently growing pipeline of qualified partners, funders, and clients.
- Increased uptake and successful sale of OCL's products and services.
- New partnerships and revenue streams secured to support organisational sustainability.
- High-quality proposals and pitches that result in strong conversion rates.
- Clear and effective positioning of OCL's offerings in the market.
- Strong, long-term relationships established with key stakeholders.
- Improved sales processes, tools, and reporting to support scalability.

Responsibilities:

- Lead the sale and uptake of OCL's products and services to partners and clients.
- Develop and execute a sales and partnerships strategy aligned with OCL's growth and sustainability goals.
- Build, manage, and convert a strong pipeline of opportunities across target markets.
- Identify and pursue new partnership and revenue opportunities.
- Lead the development of high-quality proposals, pitches, and presentations.
- Clearly position OCL's products by translating technical solutions into compelling value propositions.
- Build and maintain strong, trust-based relationships with key stakeholders.
- Manage the full sales cycle from lead generation through to closing and handover.



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- Lead and support contracting processes, including drafting, reviewing, and negotiating agreements with partners, funders, and clients.
- Support pricing, negotiation, and commercial structuring of deals.
- Track and report on pipeline performance, sales activity, and conversion rates.
- Collaborate with internal teams to align sales efforts with product development and delivery.
- Active involvement in content development for digital marketing & website
- Contribute to broader organisational strategy, particularly in relation to growth and sustainability.

Skills and technical expertise:

- Strong sales and business development skills, with the ability to sell complex products or services.
- Ability to translate technical or data-driven solutions into clear, compelling value propositions.
- Excellent proposal writing, pitching, and presentation skills.
- Strong relationship-building and stakeholder management skills, including working with senior decision-makers.
- Solid negotiation and closing skills, with experience managing the full sales cycle.
- Strategic thinking and the ability to identify and pursue new opportunities.
- Experience managing sales pipelines, including tracking and forecasting.
- Good commercial understanding, including pricing and contracts.



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- Strong organisational and time management skills, with the ability to manage multiple priorities.
- Clear and effective communication skills (written and verbal).
- Adaptable and comfortable working in a fast-paced, evolving environment.
- Ability to work independently and collaboratively across teams.
- Familiarity with CRM tools and platforms such as Notion, Slack, and Google Workspace is an advantage.
- Experience in the NPO or public sector environment is advantageous.
- Strong alignment with purpose-driven work and the ability to communicate impact alongside commercial value.

Experience & Qualifications:

- 5–10 years' experience in sales, business development, or partnerships (or a related role).
- Bachelor's degree in Business, Marketing, or a related field OR equivalent practical experience.
- Experience working with complex or technical SaaS (software as a service) products is an advantage.
- Experience in the NPO or public sector space is advantageous.

Culture and values

- Personal values aligned with OCL's aspirational culture.
- High ethical standards, integrity, and a strong desire for continuous learning and growth.



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- Commitment to ongoing performance improvement and coaching programmes.

Benefits:

- Flexible work arrangements, including remote work options.
- 4 day work week (Monday - Thursday)
- Monthly therapy stipend of up to R900.
- 22 days of leave (pro rata'd).
- Monthly wifi reimbursement up to R600.
- Once off financial contribution to the cost of a wifi UPS, if needed.

All applicants who are drawn to serve the mission of Open Cities Lab will enjoy Equality of Opportunity and fair treatment without regard to:

- Race
- Colour
- Age
- Religion
- Pregnancy
- Sex
- Sexual orientation
- Disability
- Gender identity
- Gender expression
- National origin



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- Genetic information
- Marital status
- Prior protected activity

Women, Nonbinary, BIPOC, and people with disabilities are strongly encouraged to apply.

