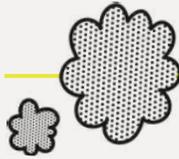


WHY WE EXIST



**We don't fix broken culture.
We build human operating systems.**

Gapingvoid exists to transform how organizations think, feel, and perform- from the inside out.

We create Culture as a System (CaaS)[™]: a behavioral programming discipline that treats culture like code. It debugs dysfunction, installs belief, and maintains performance- scalably, measurably, and under pressure.

Our team is made up of culture designers, behavior scientists, artists, storytellers, anthropologists, and learning strategists - united by a relentless pursuit of excellence and a bias for bold, meaningful change.

**We Cut Through BS.
We Design Belief.
We Install Devotion.**

Work sits at the bottom of most people's identity stack. Dead last. Beneath family, friends, hobbies—everything else that matters to them. Joining Gapingvoid means stepping into a fast-moving, emotionally intelligent environment where we care audibly, lead with clarity, and build systems that last. It's intense. It's meaningful. And it changes people - inside and out.

Kill values. Code beliefs.

HEAD OF GROWTH, COMMERCIAL

Remote; ~30-50% Travel expected

YOUR IMPACT ON CULTURE DESIGN

This role exists to architect and operate Gapingvoid's commercial growth engine in the private sector across complex, high-stakes industries — including healthcare, pharma, technology, and global retail — where human behavior, brand, and organizational alignment directly impact performance.

These are not simple enterprise environments. They are multi-stakeholder, risk-sensitive, and often regulated, where decisions are shaped by competing priorities across executive leadership, operations, product, brand, and customer experience. You will generate enterprise relationships inside this complexity, shaping ambiguous challenges into fundable, high-impact transformation engagements.

You will not inherit a sales machine or pre-built infrastructure. You are building the system while selling into it — working in close partnership with Consulting and Creative Services to ensure what we sell is both visionary and executable, and translating our End-to-End Culture Design[®] methodology into language that resonates across industries and executive audiences.

WHAT YOU BRING

- 8+ years of experience in enterprise growth, sales, or business development within complex industries (healthcare, pharma, technology, global retail, or similar)
- Demonstrated success selling complex, high-value professional services or transformation engagements
- Proven ability to generate opportunities from a cold start and build pipeline from zero
- Experience navigating multi-stakeholder environments and long, complex sales cycles
- Strong command of enterprise procurement, contracting, and deal structuring processes
- Ability to translate ambiguous problems into clearly defined, fundable work
- Entrepreneurial mindset with high autonomy and ownership
- Comfort operating without a staffed support or enablement team
- Experience developing proposals, decks, and sales materials directly
- CRM fluency and disciplined forecasting practices
- Willingness to travel 30–50%

TOOLS YOU KNOW

Canva	Miro
ChatGPT / Claude	Monday.com CRM
Dropbox	MS365
Google Workspace	Slack
Hubspot	Typeform
LinkedIn Sales Navigator	Zoom

WHAT YOU'LL BE DOING

ARCHITECT & OPERATIONALIZE COMMERCIAL GROWTH SYSTEM

Design, document, and operationalize Gapingvoid's private-sector growth engine across healthcare, pharma, technology, and global retail industries — from early-stage opportunity shaping through close and structured transition to delivery. Define qualification criteria, establish pipeline rigor, and create a repeatable system that enables scalable, accountable growth. Own deal flow end-to-end while building the infrastructure required to support it.

LEAD & CLOSE HIGH-VALUE TRANSFORMATION ENGAGEMENTS

Personally lead enterprise sales efforts, shaping ambiguous human and organizational challenges into clearly defined, high-value engagements. Engage senior stakeholders across executive, operational, and functional domains, translate Culture as a System™ into commercially viable solutions, and convert complex, multi-threaded conversations into funded transformation work. Negotiate contracts, align scope with delivery, and close with clarity and confidence.

ALIGN & EXPAND COMMERCIAL GROWTH ECOSYSTEM

Align growth strategy with company priorities and delivery capacity, ensuring positioning, messaging, and pursuits reflect both market relevance and execution integrity. Build and expand relationships across target industries, cultivate strategic partnerships, and identify pathways to deepen institutional access. Growth is ecosystem-driven — not transactional — and must be durable across industries.

BUILD SALES ENABLEMENT & PURSUIT INFRASTRUCTURE

Collaborate with Creative and Consulting to develop proposals, pitch materials, case narratives, and commercial artifacts that reflect the depth and differentiation of our work. There is no proposal factory — you will operate hands-on in shaping materials that accurately represent belief-driven transformation. Translate market signals into refinements of our offerings, positioning, and go-to-market strategy.

OVERSEE GROWTH OPERATIONS & OPTIMIZATION

Establish pipeline forecasting discipline, define performance tracking systems, and refine the commercial tech stack, including CRM and reporting infrastructure. Ensure visibility across opportunities, maintain data integrity, and create operational rigor that supports informed decision-making. Growth must be strategically managed — not opportunistic.

ESTABLISH REVENUE TARGETS & INSTITUTIONALIZE OWNERSHIP

Define revenue targets, set measurable performance metrics, and create accountability structures tied to company objectives. This includes quota definition, opportunity qualification standards, close-rate tracking, and margin awareness. As the function matures, evolve compensation frameworks and performance expectations that sustain long-term revenue health and scalability.

ARE YOU A G-TEAMER?

Let's Be Honest- We're Not For Everyone...

We're not building a cozy culture. We're building human operating systems. That's not a casual job.

You're probably in the wrong place if you:

- Need a tidy 40-hour workweek with perfect boundaries.
- Prefer predictable tasks over meaningful risk.
- Want a plug-and-play path to success.
- Have an affinity to templates and how-to guides.
- Choose ease over effort, every time.
- Think "culture" means happy hours and engagement surveys.
- Break into hives at the thought of hard work or direct feedback.

You May Be a G-Teamer If...

You love hard things. Thrive in ambiguity. Often find yourself saying, 'I'll figure it out.'

You probably belong here if you:

- See tension as an opportunity, not a threat.
- Learn obsessively and apply it immediately.
- Write and speak with clarity and conviction.
- Don't wait for perfect conditions to start - you build while moving.
- Care deeply about doing it right, not just getting it done.
- Chase impact over ego, always.

A Day in the Life...

No two days at GV are the same - but here's what never changes:

- We learn fast, iterate publicly, and share thinking openly.
- We use rituals, language, and systems to drive belief.
- We lead with empathy - especially under pressure.
- We challenge each other to raise the bar.
- We're allergic to passivity. Everyone is responsible for the outcome.
- We write, draw, build, and try. Then we try again.
- We make people feel like they matter - clients and teammates alike.
- We care personally and challenge directly.
- We are kind. Not nice.

Beliefs & Mindsets We Hire For...

We look for people who:

- Believe humans are capable of meaningful transformation. And strive for that, daily.
- Lead with emotional fluency and high standards.
- Think like designers, behave like builders.
- Practice thoughtful urgency - speed with depth.
- Use feedback as fuel.
- Are obsessed with better systems, better language, better impact.
- See culture as a lever, not a vibe.
- Hold clarity, candor, and care in the same hand.
- Want their work to mean something - and are willing to earn that meaning.



NEXT STEPS

Ready to take the leap?
Here's how our hiring
process works:

1. Submit your application.

2. Application Review:

Our team will carefully review your materials and get back to you quickly. If we believe there's a good match, you'll be invited to an interview. If not, you will hear back from us.

3. Interviews:

You'll participate in a series of 1:1 and group interviews, including at least one in-person interview.

4. Challenges & Assessments:

You may be asked to complete design, writing, and/or technical skills challenges and behavioral assessments.

These exercises help us better understand your creative and technical capabilities.

Rest assured, your submissions will never be used commercially—this is about assessing your fit for the role, not free consulting.

5. Background & Reference Checks:

We'll perform standard background and reference checks before extending an offer.

Questions? Reach out anytime to people@gapingvoid.com.

ENGAGEMENT PATH OPTIONS

Full-Time (W2) – Head of Growth, Commercial

Own and build Gapingvoid's commercial growth function long-term. Compensation aligned to both revenue generation and system-building outcomes. This role operates as a core member of the leadership ecosystem.

- Base: \$165,000 – \$200,000, plus tiered commission
- Full benefits package, including comprehensive health coverage, 401(k) match, generous PTO, parental leave, and support for professional growth.

Fractional / Contract (1099) – Head of Growth (Fractional)

Drive immediate impact in a flexible capacity while helping establish the commercial foundation. Structure tied to revenue and infrastructure milestones. Designed to assess fit while building the function in real time.

- Monthly retainer (starting at \$15,000+/month)
- Performance-based incentives tied to revenue and/or system milestones
- Success-based compensation on revenue sourced and closed

LOCATION & WORK MODEL

- U.S.-based
- Remote-first; home address is official work location
- Core hours: Monday–Friday, typically within 8:00 AM – 6:00 PM EST
- Flexible, outcome-driven work style
- ~30-50% travel for client engagements and strategic events

LONG-TERM ALIGNMENT

Fractional engagements may transition into a full-time leadership role based on performance, business needs, and mutual alignment.

[APPLY NOW](#)

www.gapingvoid.com
[@gapingvoid](#)