

https://excelnearshore.com/job/account-executive/

Account Executive

Hiring organization
Excel Nearshore

Employment Type
Full-time

Beginning of employment
ASAP

Duration of employment
Indefinite

Industry
Technology

Job Location
Saint Paul, Minnesota, United States

Date posted
November 20, 2026

Description

Excel Nearshore is hiring an **Account Executive** to open doors and build relationships with CIO's, IT directors, and business leaders at mid-market manufacturing, medical device, retail, e-commerce, and supply chain companies. You'll own relationships from first conversation through signed agreement, with our executive team behind you on solution design and delivery.

This role is for an experienced seller of managed services and business process solutions. You'll help clients run their ERP and business systems better, so order-to-cash, procure-to-pay, and supply chain processes deliver real results. You'll bring an existing network, and we'll give you a differentiated offer to take to it: co-managed support built around each client's business processes, AI-enabled managed services we already run for clients today, and delivery from our own nearshore team in Costa Rica.

Who we are
Excel Nearshore is a Minnesota-based IT services company with its own delivery center in Costa Rica. Our Costa Rica team are direct employees of our Costa Rican company, not contractors, so clients get stable, high-quality teams in their own time zones.

We help mid-size and large companies with:

- Help desk and managed IT services, including co-managed IT and ERP support
- IT staff augmentation
- Application, cloud, and data engineering
- AI-enabled managed services that put AI to work inside a client's existing systems and workflows

Our co-managed support model works alongside a client's own IT team and is built around their business processes, not just their tickets. We take on the day-to-day support and optimization of ERP and business systems so that order-to-cash, procure-to-pay, and supply chain processes run better. Instead of adding individual contractors, clients get a shared, nearshore team that solves business problems affordably and improves over time, increasingly with AI built into the work.

We focus on manufacturing (including medical devices), retail, e-commerce, and supply chain companies, where we already deliver for clients today.

Responsibilities

How the role works

You own the deal; our executives back you up. You'll work closely with our COO and operating leaders, who join for solution design, technical depth, and delivery credibility.

- **Grow your professional network.** Meet with IT and operations leaders, in

your network and beyond, to understand their business challenges. Open doors with any of our services, leading with solutions to client problems.
- **A running start.** For your first 90 days you'll work side by side with our COO and operating leaders, inheriting our sales process, key relationships, and a target list accounts across the Upper Midwest plus select national accounts in our industries.
- **Mid-market focus.** You'll build pipeline with CIOs, IT directors, and operations leaders who own decisions.
- **Grow existing clients.** You'll start by getting to know some of our current clients, which is the fastest way to learn the business.
- **A seat at the table.** You'll join our weekly sales meeting and help shape how we package solutions and support services.
- **Room to grow.** Strong performers can advance to Client Development Director or Client Partner as they build their book of business.

What you'll do

- Build and work a pipeline of mid-market prospects through your network, referrals, events, and outreach
- Lead discovery with business and technical leaders to understand their goals, systems, and gaps
- Shape solutions with our delivery leaders, leading with managed services, business process support, and AI enablement, and adding staff augmentation where it fits
- Write proposals and statements of work, negotiate terms, and close master services agreements
- Expand relationships with existing clients and spot new project work
- Keep pipeline and activity current in our CRM and report on it in our weekly sales meeting
- Represent Excel Nearshore at industry and executive networking events

What success looks like

You'll start with 4 to 5 meaningful conversations a week and build to at least 8 by month three. That includes any real two-way conversation with clients, prospects, connectors, or influencers, and within your first year you're signing new master services agreements on a regular cadence.

- **30 days:** Learned our services and client stories, met key existing clients, and reopened conversations across your network
- **60 days:** Holding 6+ meaningful conversations a week, on the way to 8+ by month three, and building qualified pipeline in Salesforce.
- **6 months:** Closed your first new client agreement and built a steady pipeline of proposals.

Qualifications

- 3 to 7 years selling managed services, ERP services, outsourcing, or business process solutions to manufacturing, retail, or supply chain companies (not software or SaaS).
- Fluent in how these businesses run, including order-to-cash, procure-to-pay, inventory, and fulfillment, and able to sell outcomes rather than headcount.
- Experience with statements of work and managed services agreements.
- A track record of running discovery and closing B2B services deals, with the drive to grow into larger dedicated-team deals.
- An active network of IT and operations leaders, ideally in the Twin Cities or Upper Midwest.

- Comfortable with 6 to 12 month sales cycles and multi-threaded deals with several stakeholders.
- Experience talking about business processes and desired outcomes with executives and technical detail with IT teams.
- Disciplined about pipeline, follow-up, and keeping Salesforce current
- Able to work in our Minnesota office, with hybrid possible for the right person.
- Especially strong backgrounds: ERP partner sales (Epicor, NetSuite, Dynamics, Infor), managed services or outsourcing sales, or an operations or supply chain role before moving into sales.
- Familiarity with ERP systems, application development and support, and AI tools.

Job Benefits

- Uncapped commission from new business you help us win.
- Healthcare coverage through our individual coverage HRA (ICHRA).
- Direct access to the executive team and real influence on how our sales function grows.

Contacts

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