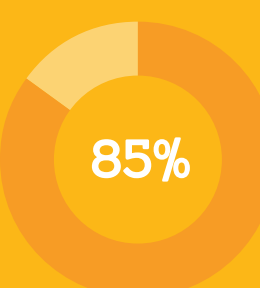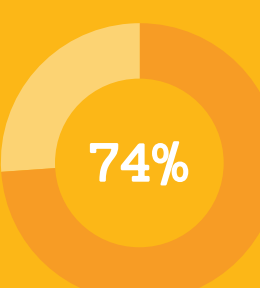# THE ANATOMY OF A

POWERFUL JOB POSTING

A job posting can make or break a job seeker's view of your company.
Here's how to get it right the first time, every time.
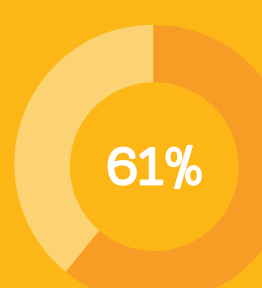
WHAT COMPONENTS OF A JOB POSTING IMPACT A CANDIDATE'S DECISION TO APPLY?

- **85%** Clearly defined job duties/responsibilities
- **74%** Salary
- **61%** Benefits information included

▎POWERFUL JOB POSTINGS HAVE MOST OR ALL OF THE FOLLOWING FEATURES:

CAREER BUILDER

(video thumbnails)
- Corporate - Typical Day
- Corporate - Culture
- Corporate - Career Path

CareerBuilder

CareerBuilder's mission is to empower employment. We are striving to organize all the world's human capital data and make it meaningful for society. Through constant innovation, unparalleled technology and insights, and customer care delivered at every touch point, CareerBuilder helps match the right talent with the right opportunity more often than any other site. Over the last 20 years, CareerBuilder has been at the forefront of innovation in the recruitment space. From our earliest days as a pioneer in job board technology to our current leadership in HR software as a service, we have made it our business to empower companies and job seekers around the world. CareerBuilder is investing $1 billion to construct the most powerful pre-hire platform in the industry to complement our world-class advertising products.

Contact Info
Chicago, IL
Careerbuilder

Connect with us!

[View Company Profile]

Major Account Executive

CareerBuilder • Chicago, IL   *Posted 3 days ago*

[Apply Now]   ✉ Email Job   ☆ Save Job

Job Snapshot

| Full-Time | Experience - At least 5 year(s) | Degree - None |

Computer Software, Employment - Recruiting - Staffing, Internet - ECommerce | Information Technology, Sales

23 Applicants   How Do You Compare to the Competition? Get facts about other applicants with a CareerBuilder Account   [Sign Up]

Job Description

Who We Are:

CareerBuilder is the global leader in human capital solutions as we help people target and attract their most important asset - their people. From candidate sourcing solutions, to comprehensive workforce data, to software that streamlines your recruiting process, our focus is always about making your recruitment strategy simple, fast and effective.

As we continue rapid growth of our global HR Software as a Service operation that is fueled by cutting edge technology, we provide a competitive environment that encourages success.

Job Summary:

The Major Account Executive is responsible for selling CareerBuilder's suite of products, from small deals to complex solutions that align with the client's vision. Most importantly, you are an expert at solving problems by researching your clients/prospects, learning about their industry and business, and identifying challenges they currently and prospectively may face. You identify multiple decision makers throughout organizations and present impactful data and information to illustrate their pains and propose meaningful solutions. You are strategic, organized and a master at generating and cultivating relationships. Tenacious and driven, you are truly passionate about helping your clients/prospects become more efficient and profitable.

What We Need From You:
- 5+ years of Sales Experience
- Solutions Based Sales Experience
- SAAS Sales Experience Ideal
- F1000 Experience
- Consistent successful history meeting/exceeding monthly/annual sales quotas
- Self-starting attitude and an aim to advance in the company
- Expected to sell CB's smaller software products within the first 2 months of employment
- Excellent written/verbal communication skills
- Experience being held to metrics
- Self-starting attitude and an aim to advance in the company
- Flourishes in a fast paced, team environment and handles time effectively

What You Will Receive:

When you're focused on the goal, not the path - you can be more flexible, and that translates into more productive and satisfied employees. From flexible hours to volunteering during work hours to diverse education opportunities, CareerBuilder.com is committed to helping employees strike a balance.

- Training that positions you to continuously grow with ongoing learning and development courses; we never stop investing in our people.
- Summer Hours! Enjoy 1/2 day paid Fridays during Summer Hours
- Paid volunteer time and coordinated opportunities to give back
- Comprehensive Medical, Dental & Vision Programs
- Education Reimbursement Program allowing up to $5k per year towards completion of a Bachelor's and non-MBA graduate degree, and up to $10K per year towards completion of an MBA! No strings attached!
- $400 Annual Reimbursement for Wellness Activities, including your gym membership!
- 401(k) Program with Strong Employer Match and 2 year vesting schedule!
- Company Paid Trips for top performers, pack your bags and get ready to experience luxury

CareerBuilder, LLC is proud to be an Equal Opportunity Employer. Applicants are considered for all positions without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, ancestry, marital or veteran statu

[Apply Now]   ✉ Email Job   ☆ Save Job

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US-CA-Newport Beach

Cloud Software Engineer
US-GA-Norcross

Manager, Sales Compensation
US-IL-Chicago

Staff Accountant
US-IL-Chicago

View All Similar Jobs

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1. COMPANY NAME & LOGO
Including your company name and brand logo differentiates your job posting from competitors.

2. JOB TITLE
Keep your job title simple and to the point, using terms candidates are more likely to use in their search. Utilize Talentstream Supply & Demand to find common job titles candidates use in their job searches, or select from the drop down of frequently used titles.

3. LOCATION
Include a street address in your location so job seekers can estimate their commute time. You'll reduce the number of applications from those not willing to commute to your job's location.

4. COMPANY OVERVIEW
Be sure to include information about your company and culture to ensure you attract job seekers who are not only qualified, but who also share the same values and vision as you.

5. EDUCATION & EXPERIENCE
Including education and experience levels helps candidates determine if they have the background needed to be successful in this role.

6. JOB DESCRIPTION
Keep your job description informative but brief by focusing on the major responsibilities of the job and how the position relates to the overall business.

7. REQUIREMENTS & QUALIFICATIONS
The more information you provide, the more easily a job seeker can determine if she or he is a fit for the role. Be sure to differentiate between "must-have" skills and preferred skills.

8. COMPENSATION
Job seekers can search based on salary - include this information to help you end up in more search results. 74% of job seekers say having these details positively impacts their decision to apply.

9. "APPLY NOW" BUTTON
Allowing job seekers to apply through CareerBuilder makes it fast and easy to submit an application. We see about three times the number of applications when candidates apply on CareerBuilder rather than an external site. CareerBuilder can often integrate with your ATS to reduce candidate drop-off and automatically load applications into your ATS.

One more thing!
LAYOUT   Use bullets to break up the text and list things like required skills and company benefits.

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