



## Sales Manager

### Journeys With Purpose

*August 2025*

### Our Mission

Journeys With Purpose is an award-winning impact travel company. We offer immersive experiences to the wildest corners of the world that catalyse the celebration and advancement of nature conservation. Our mission is to empower global change by restoring our relationship with the natural environment. A journey with purpose is an opportunity to create lasting positive impact with the people and the places our guests engage with.

We are an ambitious and driven team of passionate individuals who are looking to be part of an exciting journey to drive lasting, positive change for the planet, within a young and growing company where everybody's voices are heard and valued.

### Role Summary

We are seeking a motivated and experienced **Sales Manager** to join our growing team. This new member of JWP will live our values, elevate our culture and collaborate with the team to go above and beyond in everything that we do.

The ideal candidate will have at least 3 years of experience in luxury travel sales, strong specialist knowledge of Latin America or Africa, and a proven ability to manage and inspire people. This role is perfect for someone who thrives in a dynamic, purpose-driven environment, feels motivated by targets, and is excited to contribute to our ambitious growth while staying true to our mission.

The most important aspect of our recruitment process is a rigorous review of values-alignment and attitude. We are looking for:

- Individuals who are deeply motivated by making a positive social and environmental impact
- People who act with honesty, openness and integrity in every interaction
- Teammates who value inclusivity and respect for diverse perspectives and experiences
- Creative and ambitious thinkers who aren't afraid to stretch their imaginations and challenge the status quo
- Colleagues who prioritise wellbeing - their own and that of those around them - and who contribute to a positive, supportive team culture



Our ideal start date is immediate. The company is headquartered in London, but we offer flexibility and an element of remote work. **Applicants must be based in the UK at the time of applying, and we are unable to offer visa sponsorship for this role.**

## Key Responsibilities

- **Strategic Planning:** Develop, implement and contribute to the private sales strategy in collaboration with the Managing Director and Head of Marketing, supporting our 2030 Impact Strategy and revenue targets.
- **Team Leadership:** Manage, mentor, and motivate the sales team to achieve individual and team targets, fostering a high-performing and collaborative environment.
- **Personal Sales:** Drive your own sales performance, meeting and exceeding targets while contributing to overall team success.
- **Relationship Management:** Build and maintain strong, lasting relationships with clients, DMCs, and strategic partners.
- **Business Development:** Identify and pursue new business opportunities and markets to expand our client base.
- **Cross-Functional Collaboration:** Work closely with marketing, community, operations, destination management, and business development teams to enhance the guest journey and continuously improve our offerings.
- **Representation & Networking:** Represent Journeys With Purpose at industry events, trade shows, FAM trips, and networking opportunities.

## Qualifications & Attributes

- **Experience:** Minimum requirement of 3+ years' experience in travel sales within a HNW environment and a proven track record of meeting and exceeding targets.
- **Regional Expertise:** Specialist knowledge of Latin America or Africa, with established industry networks in the region.
- **Leadership & Team Management:** Experience managing and motivating a team, coaching sales executives to deliver high performance.
- **Sales & Data Skills:** Strong skills in sales reporting, pipeline management, and data-driven decision-making. Proficiency in CRM software (HubSpot preferred) and sales analytics tools.
- **Communication & Negotiation:** Excellent interpersonal, negotiation, and communication skills.
- **Passion & Values:** Genuine commitment to conservation, rewilding, and sustainable travel practices.
- **Creativity & Collaboration:** Ambitious, creative, and collaborative, thriving in a small, fast-paced team.
- **Ethical Business Practices:** Commitment to socially and environmentally responsible business operations.

## **What We're Offering**

- Competitive salary (between £40-48K per annum, dependent on experience)
- Performance-based bonus/commission scheme
- Access to a co-working space in London with remote-working opportunities
- Company pension plan
- Enhanced parental and other paid leave policies
- At least one familiarisation trip per year (from six months after probation)
- Inclusion in the company travel insurance policy prior to your first trip
- 28 days holiday plus public holidays, increasing by a day with each year's service (up to 35)
- Two paid 'journey days' per year if you choose low-carbon alternatives to flying on holiday
- One team and one personal optional volunteering day per year

## **How to Apply**

Interested candidates should submit their CV and a one-page cover letter to [careers@journeyswithpurpose.org](mailto:careers@journeyswithpurpose.org).

Journeys With Purpose celebrates diversity and is committed to creating an inclusive environment for all employees. In line with our equal opportunity approach, all CVs and cover letters will be anonymised by removing all identifying information before being viewed by the hiring manager.

## **Application Process**

1. Initial call with Eliza, our Head of Operations, followed by a take-home scenario exercise
2. Interview with Katya and/or Lottie, two members of our sales team
3. Interview with Venetia, our Managing Director, and/or Duncan, our Founder
4. In-person interview with the team in our London office
5. References that offer direct verbal feedback to our enquiries, and final offer

If there's anything we can do to accommodate your specific situation, please let us know.