



JOURNEYS WITH PURPOSE

Sales Manager

UK (Hybrid) · Full-time

October 2026

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 and local communities' welfare. 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 growing company where everybody's voices are heard and valued.

The Role

We are looking for a driven and commercially sharp **Sales Manager** who is as excited by the natural world and local cultures as they are by the thrill of a well-earned sale. This is a player-coach role, split roughly 80% selling and 20% managing. You will lead from the front: carrying your own targets, owning your pipeline from the first conversation to the final booking and coaching our sales team to do the same as we scale.

This is not a role for someone who waits for leads to land on their desk. We want someone who is energised by building relationships proactively, who finds opportunity where others don't look and who converts interest into bookings with skill, warmth and authenticity. You will shape our private sales strategy (private tailor-made itineraries), set the pace for the team and be a key commercial driver for the business. Everything you sell will directly fund and promote the conservation projects we believe in.

You will bring 4+ years of experience in luxury travel sales within a high-net-worth / ultra-high-net-worth environment and a proven track record of meeting and exceeding targets. Alongside strong sales instincts, you will have the ability to manage and inspire people and the emotional intelligence to build deep and



repeat client relationships. You might be a specialist in a particular region (preferably Latin America, Asia or Europe), but you will be comfortable selling globally - our clients travel to the furthest corners of every continent.

This role suits someone who thrives in a self-starting environment, takes the initiative and relishes the autonomy and agency to shape their own approach, but equally values the close-knit collaboration and support of a passionate team.

Our ideal start date is **as soon as possible**. The company is headquartered in London. This is a hybrid role with flexibility for remote working.

Applicants must be based in the UK at the time of applying, and we are unable to offer visa sponsorship.

What We're Looking For

What makes someone successful in this role goes beyond qualifications. The people who thrive at JWP are those who make things happen. They don't wait for opportunities to come to them; they go and find them.

Specifically, you will excel here if you:

- take ownership of your pipeline end-to-end, from identifying a lead to closing the booking
- are resilient and tenacious: you hear 'not yet' as a reason to nurture, not to stop
- enjoy the tempo of a dynamic sales environment, achieving targets and rewards and thrive on a sense of urgency
- listen as well as you sell - you ask great questions and tailor your approach to each client
- hold yourself accountable to targets without needing to be chased
- bring creative energy to prospecting - you find angles others wouldn't think of
- are genuinely curious about the destinations you sell and let that enthusiasm do half the work
- lead by example - you set the standard on activity, pace and follow-through and coach others to raise their game

We also cherish values and attitude. We want people who are deeply motivated by making a positive social and environmental impact, who act with honesty and integrity in every interaction, who value inclusivity and diverse perspectives and who prioritise wellbeing - their own and that of those around them.

Key Responsibilities

Sales & Business Development

- Drive your own sales performance, meeting and exceeding targets while contributing to overall team success
- Proactively identify and pursue new business opportunities and markets to expand our client base - don't wait for enquiries to come to you
- Represent JWP at industry events, trade shows, familiarisation trips and networking opportunities

Sales Strategy & Leadership

- Develop, implement and contribute to the private sales strategy in collaboration with our management team, supporting our Impact Strategy and revenue targets.
- Manage, mentor and motivate the sales team to achieve individual and team targets, building a high-performing, collaborative environment as we scale the team

Client & Partner Relationships

- Build and maintain strong, lasting relationships with clients, DMCs and strategic partners
- Serve as a trusted expert and ambassador for our destinations and conservation mission

Collaboration

- Work closely with marketing, community, operations and business development teams to enhance the guest journey and continuously improve our offerings

Qualifications & Attributes

- ***Experience:*** 4+ years' experience in travel sales within a HNW and UHNW environment, with a proven track record of meeting and exceeding targets.
- ***Sales Mindset:*** A natural hunter mentality - motivated by targets, proactive in lead generation and skilled at closing.

- ***Regional Expertise:*** Specialist knowledge of Latin America, Asia and/or Europe, but a willingness to sell globally, with established industry networks across at least one region.
 - ***Leadership:*** Experience managing and motivating a team and coaching sales executives to deliver high performance.
 - ***Sales & Data Skills:*** Strong skills in pipeline management, data-driven decision-making and proficiency in travel itinerary / sales software. We use Spark and so experience with this platform is a plus.
 - ***Communication & Negotiation:*** Excellent interpersonal, negotiation and communication skills.
 - ***Adaptability:*** Ambitious, creative and collaborative, and comfortable working in a small, fast-paced environment where roles evolve and no two days are the same.
 - ***Passion & Values:*** Genuine commitment to conservation, rewilding, sustainable travel and socially and environmentally responsible business.
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What We're Offering

Salary & Benefits

- £45,000-55,000 per annum (dependent on experience)
- Performance-based commission scheme, with on-target earnings (OTE) of £55,000 - 70,000 per annum
- Enrolment in the company pension plan
- 28 days holiday (excluding public holidays), increasing by one day per year of service (up to 35 days)
- Enhanced parental leave and other paid leave policies
- Access to a co-working space in London, with remote-working flexibility
- Company laptop

Travel & Experience

- At least one familiarisation trip per year (from six months post-probation) - experience the destinations you sell firsthand
- Inclusion in the company travel insurance policy from your first trip
- Two paid 'journey days' per year if you choose low-carbon travel alternatives on your own holiday
- One team and one personal optional volunteering day per year

How to Apply

Please submit your CV and a one-page cover letter to **careers@journeyswithpurpose.org**.

We are reviewing applications on a rolling basis and encourage you to apply as soon as possible. The closing date is **8th November 2026**. We reserve the right to close this advert early if the right candidate is found.

Application Process

1. Submit your CV and cover letter to **careers@journeyswithpurpose.org**
2. Initial call with Eliza, our Head of Operations
3. Take-home sales scenario exercise
4. Interview with Katya and/or Hannah from our Sales and Operations teams
5. Interview with Duncan, our Founder
6. Culture fit call with the team
7. References and final offer

We invest in a thorough process because we are building a team for the long term. We want to make sure this is as right for you as it is for us.

Journeys With Purpose is an equal opportunity employer. We are committed to building a team that reflects the diversity of the world we work to protect, and we welcome applications from people of all backgrounds, identities, and experiences. If you require any adjustments at any stage of the application process, please let us know - we are happy to help.