

Account Executive

Black Swan Talent | Remote | Full-Time
"An All-Star Team Starts with an All-Star Network"

About Black Swan Talent

Founded in 2025 by Jovan Mello, Black Swan Talent is a fast-growing, remote-first recruiting firm built on the belief that an all-star team starts with an all-star network. We connect exceptional talent with forward-thinking organizations and pride ourselves on quality, speed, and lasting relationships. We are a lean, driven team with big ambitions and we are looking for people who share that energy.

The Role

Your primary responsibility is to identify, engage, and close new client partnerships. Companies that need top-tier talent and want a recruiting partner they can trust. You will work directly with Jovan Mello to build and manage a client pipeline, represent Black Swan Talent in the market, and help establish the foundation for our sales function.

This is a ground-floor opportunity at a growing firm. The right candidate is hungry, self-directed, and thrives in a results-first environment.

What You'll Do

- Prospect to potential client companies across target industries through LinkedIn, referrals, and networking
- Conduct discovery calls to understand client hiring needs and evaluate fit for Black Swan Talent's services
- Present and pitch Black Swan Talent's recruiting capabilities and value proposition to prospective clients
- Build and manage a pipeline of qualified prospects in the CRM, tracking all activity and follow-ups
- Close new client agreements and transition onboarded clients to the recruiting team for fulfillment
- Maintain and grow existing client relationships, including our anchor partnership with Fidelity National Home Warranty
- Coordinate closely with the Talent Acquisition team to ensure client intake aligns with sourcing capacity
- Meet agreed-upon outreach, pipeline, and conversion targets on a monthly basis

What We're Looking For

- 1–3+ years of experience in B2B sales, business development, and account management — recruiting industry experience is a plus
- Proven track record and ability to prospect, negotiate, build pipeline, and close deals
- Strong presentation skills
- Strong communication skills — you are confident on the phone, polished over email, and compelling in a pitch
- Self-starter with the discipline to manage your own schedule and hit targets remotely
- Have prior experience in early stage environments

BLACK SWAN TALENT Job Description — Account Executive

- Familiarity with CRM tools and outreach platforms (LinkedIn Sales Navigator, Apollo, Clay, etc.)
- Collaborative team player who understands that client intake must align with delivery capacity
- Professional, on-brand presence on LinkedIn and other professional networks
- A genuine interest in people, talent, and the recruiting space

Physical Requirements

- Potential for future travel
- Ability to attend and manage trade show events
- Go to networking events such as industry meetings

Black Swan Talent is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.