

482

Total Applications

Application Status Breakdown

Status	Count	% of Total
Denied	239	50.5%
Ghosted	118	24.9%
Applied	111	23.5%
Scheduled	2	0.4%
Pending	2	0.4%
Not a Fit	1	0.2%
TOTAL	473	100.0%

Interview Funnel

Stage	Count	% of Applied
Applied	482	100.0%
Got Response	244	50.6%
Phone Screen	28	5.8%
Second Step	12	2.5%
Third Step	7	1.5%
Fourth Step	3	0.6%
Fifth Step	0	0.0%
Offer	0	0.0%

★ All values update automatically from "2026 lol". Stage columns H–M store Y (passed) / N (rejected at the

Salary Ta

\$149K

Avg Target (midpoint)

\$143K

Median Target

Chart Helper Data ↓

Jobs

% of Disclosed

Stage	Padding	Continued	Did Not Advance
Applied	0	18400.0%	201
Got Response	101	2600.0%	158
Phone Screen	180	1000.0%	16
Second Step	188	700.0%	3
Third Step	189	200.0%	5
Fourth Step	192	0.0%	2
Fifth Step	192.5	0	0
Offer	192.5	0	0

Year	# Disclosed	Avg Low \$K	Avg High \$K
2020			
2021			
2022	14	\$92.6	\$100.2
2023	83	\$87.7	\$108.5
2024	8	\$83.3	\$102.6
2025			
2026	301	\$128.1	\$169.1
Overall	406	\$97.9	\$120.1

026 Job Search Analysis

April 10, 2026

52.5%

Response Rate

115

Active / In Progress

Monthly Application Activity

Month	Applications	% of Total
Jan 2026	66	14.0%
Feb 2026	73	15.4%
Mar 2026	233	49.3%
Apr 2026	101	21.4%
May 2026	0	0.0%
Jun 2026	0	0.0%
Jul 2026	0	0.0%
Aug 2026	0	0.0%
TOTAL	473	100.0%

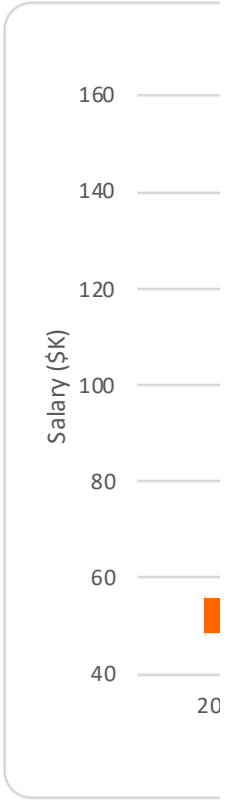
(next stage) — no script needed.

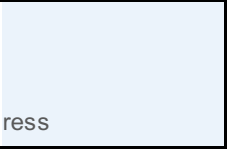
Targets

% of All Apps

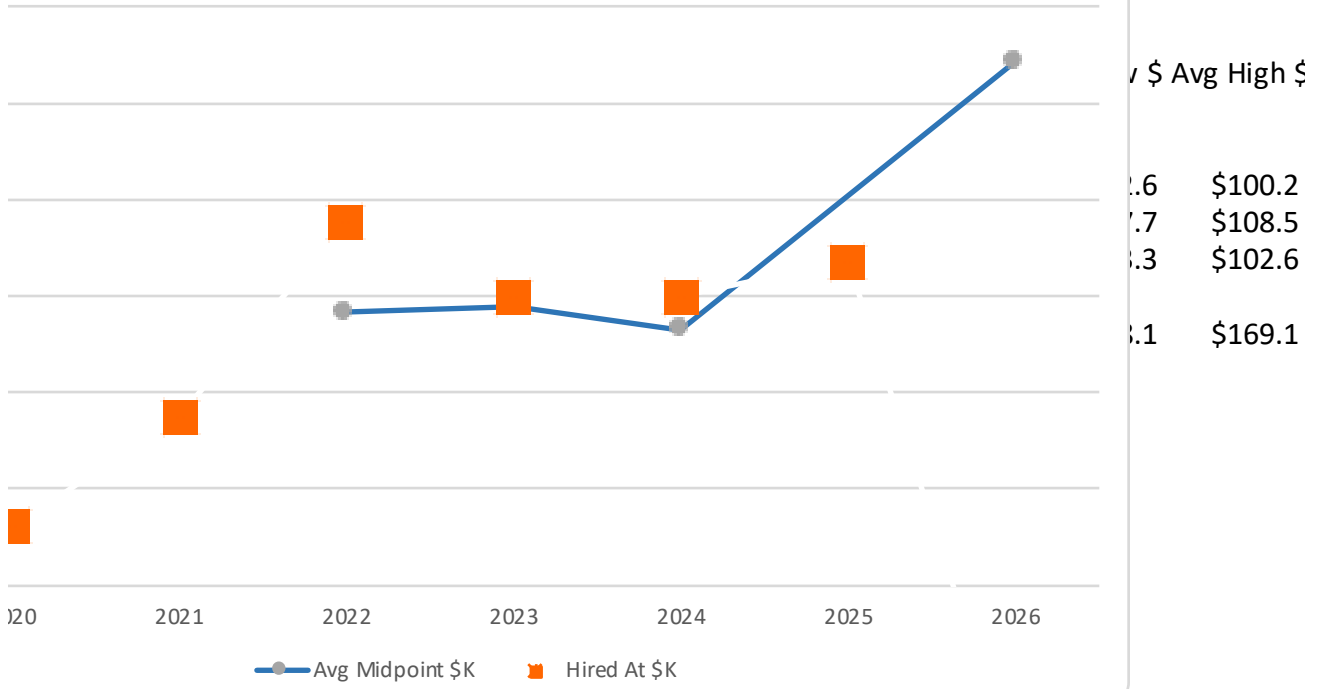
3.3%
12.0%
19.5%
14.5%
7.5%
5.6%

Avg Midpoint \$K	Median Mid \$K	YoY Median Δ	Hired At \$K
		—	\$52
		—	\$75
\$96.4	\$92.5	—	115
\$98.1	\$100.0	+8.1%	\$100
\$92.9	\$100.0	+0.0%	\$100
		—	\$107
\$148.6	\$143.0	+43.0%	
\$109.0	\$108.9	+54.6%	





Salary Target Trends by Year



Avg Midpc Median M Hired At \$K

		\$52
		\$75
\$96.4	\$92.5	115
\$98.1	\$100.0	\$100
\$92.9	\$100.0	\$100
		\$107
\$148.6	\$143.0	

#	Company
365	WorkWavae
210	Franklin Fitch
382	Go Nimbly
406	Argano
139	Commure
5	Databricks
7	Atrium
16	Kong
18	Vastian
19	eDynamic Learning
23	Maxim Athletic
30	Proof
40	Jerry
50	Ladder
57	Cyera
63	PolyAI
69	WEKA
79	OpenTable
80	Doxim
86	BREG
92	Pest Share
94	Nice
96	Dutchie
99	Rocket Money
103	NielsenIQ
144	OpenSaesame
146	Kings Hawaiian
147	Scale AI
151	Adobe
153	Anderson Global
154	Bitwise
155	Upwind
156	Remote
157	Versapay
159	Anrok
160	Checkr
163	Madison Logic
179	Clio
181	VulnCheck
182	Tinuiti
183	Peregrine
187	Peregrine Technologies
194	Afresh
200	OpenClinica
201	Bluehost
203	Alkami Technology

204	Sourcegraph
206	HardScope
208	Harte Hanks
209	Carrot Fertility
212	Foreflight LLC
214	Garner Health
215	FOX
216	Retell AI
218	Emerson
219	Beacon Biosignals
220	Boostlingo
221	PandaDoc
222	Resonetics
224	Thales
225	Hyatt
227	Assort Health
228	Industrial Electric Mfg
230	Backblaze
231	Chargebee
232	Cerby
233	BioRender
235	Pigment
236	Vi
237	Descope
239	OpenAI
240	DigiCert
241	Docker
243	Fleetio
244	Grindr
245	Thryv
246	Sinch
248	Themis Solutions
249	Comulate
250	Netflix
252	Twitch
253	ZestyAI
254	Bill.com
255	Decagon
256	King's Hawaiian
257	OpenSesame
258	Archetype AI
259	B-Stock
260	Steno
261	Odaseva
262	LaunchDarkly
263	Clayton Black
264	Lynx
265	MarqVision

266	Verse
267	Spot AI
268	eBay
270	Cognition
271	Pursuit
272	RemodelBoom
273	Cobalt
274	Haus
275	Broadcom
276	Anew Recruit
277	Excelerate
278	CivilGrid
279	Jobot
280	TikTok
281	Pinnacle Method Consulting
282	Jobgether
283	Snorkel AI
284	nxtplay Search Group
285	HME
286	Point One Navigation
287	Iteris
288	Catapult Solutions Group
289	Douglas Wilson Companies
290	Troveo AI
291	Swooped
292	Alacriti
313	Datacor
335	Foley
367	DrFirst
158	Mitratech
202	Rula
1	Airbnb
2	Sphera
3	Petco
4	SnorkelAI
6	Zillow
8	Silverfort
9	Kraken
10	Amazon
11	Amazon
12	Precisely
13	Uber
14	Elastic
15	Granicus
17	SecureFrame
20	Brightwheel
21	Celestica
22	Vuori

24	Promethean
25	ServiceNow
26	Connexall
27	CertifID
28	Proofpoint
29	Axos Bank
31	Neurocrine Biosciences!
32	zoom
33	Whatnot
34	Headway
35	Itiris
36	Donyati
37	IronClad
38	Intelix Technologies ULC
39	Highspot
41	Hello Heart
42	Wiz
43	ThumbTack
44	Engine
45	apple
46	Nextiva
47	Vantor
48	Cookunity
49	Samsara
51	Overstay
52	LucidLink
53	Dexcom
54	Hubspot
55	HealthEquity
56	Playlist
58	Optimal Dynamics
59	Builder.io
60	Fundraise Up
61	Nerdio
62	Mews
64	Apollo.io
65	PlanHub
66	Circle
67	Cigna
68	Devoted Health
70	Rillet
71	You.com
72	Sardine
73	Maneva
74	Curri
75	Airbnb
76	Airbnb
77	Checkr

78	Turo
81	Vonage
82	Anthropic
83	Genesys
84	Automatic
85	LTN
87	Insight
88	Overstory
89	Babylist
90	Starface
91	FairSquare
93	The Intersect Group
95	Qualcomm
97	Hinge Health
98	Instacart
100	NielsonIQ
101	United Site Services
102	OpenLane
104	Vanta
105	Dayforce
106	GitLab
107	Invoca
108	Mixpanel
109	Packback
110	Dodge Construction Network
111	Stripe
112	Koalafi
113	MaintainX
114	Myriad360
115	Intercom
116	Aeries
117	SavvyMoney
118	NetNet
119	DonorBox
120	Cribl
121	Finch
122	SpaceX
123	Olly Olly
124	Vanta
125	Socure
126	IEM
127	sFOX
128	EvenUp
129	Fingerprint
130	AppFolio
131	Baseten
132	WeaveGrid
133	Headspace

134	Discord
135	Vuori
136	Capital Group
137	EasyLlama
138	Customer.io
140	Envoy
141	Anaconda
142	Typeface
143	Dexcom
145	Prosites
148	Turquoise Health
149	Freshworks
150	Trader Interactive
152	ZipRecruiter
161	Pure Storage
162	TPx
164	Aledade
165	Ivante
166	Gong
167	Prolific
168	Scale AI
169	HackerOne
170	Xero
171	OpenLoop
172	Forward Financing
173	ChowNow
174	Anaplan
175	Life360
176	DocuSign
177	Verkada
178	Shutterstock
180	Woolpert
188	Upguard
189	Pilot
190	Parafin
191	Gusto
192	Notion
193	HackerOne
196	SingleFile
197	Faire
198	Fastly
199	Hopper
205	Quince
207	HSP Group
213	Kaiser Permanente
217	Thermo Fisher Scientific
223	Trellix
226	HappyRobot

229	HopSkipDrive
234	Hologic
238	Everway
242	Oscilar
247	Ivanti
251	Clipboard Health
269	EY
293	Great Minds
295	Cato Networks
297	WEX
298	Morning Consult
299	Moloco
300	Harvey
301	Nuvo
303	Unframe
305	Lucid Motors
306	Medallion
308	Dandy
314	Qdrant
323	Galderma
325	AbbyCare
327	Headway
331	MemoryBlue
332	E Source
333	SalesRabbit
334	Enumerate
336	Eleos
337	NueroNav
338	DocuSign
339	Sierra
341	Kinder's
342	Vouched
344	Steer
345	SeeSaw Learning
349	Slang
350	Bishop Fox
351	DoorDash
353	National Debt Relief
354	Microsoft
355	Airwallex
361	Ambrook
362	Company Cam
363	IntellaQuest
370	TEVET
372	Drata
373	Semgrep
374	Pebl
379	Lyric

383	Outreach
384	Medely
385	CBIZ
387	Deel
388	Splitero
405	Autodesk
407	Front
412	HSI
415	Osmind
416	Rockbot
421	Lytix
427	Fitt Insider
428	Liquid
433	DoorDash
434	Adobe
435	Adobe
436	Caribou
443	Plaid
449	Fitt Talent Partners
452	Axos Bank
453	Front
408	Scribe
413	Visa
430	Freenome
487	Whatnot
307	Mercer Advisors
184	Twilio
185	Jeppesen Foreflight
186	Latitude Lega
195	Airbnb
211	Mirantis
294	Figma
296	Inside Real Estate
302	KatRisk
304	Path Robotics
309	CB Insights
310	NMI
311	Mediafly
312	Latitude Legal
315	Beazley Security
316	Newfold Digital
317	Ensign
318	Overview
319	Smartsheet
320	Delve Search & Recruiting
321	Follett Software
322	PerfectServe

324	Select Search Group
326	Spring Health
328	Midi Health
329	FranklinCovey
330	Davita
340	Mudflap
343	Mobius Talent Global
346	AttivoERP
347	Acuvance
348	Turnkey
352	Pliant
356	Speak
357	MoneyGram
358	Dealpath
359	Solix Technologies
360	Stedi
364	Tatari
366	Carta
368	Motorola Solutions
369	Net at Work
371	Canals
375	DroneDeploy
376	Curology
377	Commvault
378	ButterflyMX
380	Stord
381	Zip
386	Silvus Technologies
389	Illumina
390	Brex
391	Radar Healthcare
392	Pixelate, Inc.
393	Bamboo Health
394	Cypress HCM
395	Crawford
396	eos Products
397	TrueCar, Inc
398	GenHealth.ai
399	Johnson & Johnson
400	National Student Clearinghouse
401	Zendesk!
402	Expel
403	Figma
404	Tribute Technology
409	VertexOne
411	LinkedIn
414	Pantheon
417	THEIA JOBS

418	Sarmaya
419	Hanwha Q CELLS
420	Nebius
422	Xsolla
423	Kong
429	Varonis
431	Maven AGI
432	Rafay
437	Glean
438	Sophos
439	ModMed
440	Breezeway
441	RxVantage
442	ABC Fitness Solutions
444	Skydio
445	Clari + Salesloft
446	PatientNow
447	Smartsheet
448	OpenTable
450	Render
451	Airwallex
473	Momentum Technologies
474	Habitat Health
475	Jobgether
476	Precisely
477	Roku
478	Mutual of Omaha Mortgage
479	ServiceNow
480	LifeStance
481	Clover Health
482	Gong
483	Vets Choice Radiology
484	GameChanger
485	Attentive
486	Equip
488	One Inc
489	Dandy
490	ezCater
491	BILL
492	WeaveGrid
493	BridgeBio
521	Storable
522	Abnormal
523	Careerscape
497	Mithril
498	Harness
499	Sentry

Role	Compensation
Sales Operations Analyst	100-120
Head of Revenue Operations	\$110k - \$140k
RevOps Consultant (Marketing Ops - Remote; US or LATAM)	90-140
Senior Business Analyst - GTM Operations	75-90
Senior Operations Manager, Revenue	\$110k - \$150k
Sr. Manager, Sales Operations	\$174k - \$243k
Sales Operations Manager	Not Listed
GTM Strategy & Operations Manager	\$110k - \$150k
Sales & Revenue Operations Manager	Not Listed
Sales Operations Manager	\$90k - \$120k
Sales Marketing Operations Manager	Not Listed
Revenue Operations Manager	\$120k - \$145k
Sr Manager, Business Operations & Strategy (Marketplace Growth)	Not Listed
Business Operations Manager	\$122k - \$171k
Customer Success Operations Manager	\$130k - \$160k
Senior Revenue Operations Manager	\$130k - \$150k
Senior GTM Strategy & Operations Manager	Not Listed
Principal Product Manager, Market Expansion	Not Listed
Revenue Operations Manager	Not Listed
Senior Manager, Sales Operations	\$122k - \$175k
Rev Ops Specialist	\$85k - \$90k
Sales Operations Manager.	Not Listed
Senior Manager, Revenue Operations	\$132k - \$178k
Business Operations Manager	\$120k - \$160k
Revenue Operations Leader	\$132k - \$150k
	Not Listed
	Not Listed
Revenue Operations Manager	\$112k - \$140k
Sr. Revenue Operations Business Analyst	\$152k - \$220k
Senior Strategy Associate	\$110k - \$130k
Sales Operations Manager	Not Listed
Revenue Operations Sr. Analyst / Associate	Not Listed
Revenue Strategy & Biz Ops Lead	\$52k - \$148k
Customer Success Operations Manager	\$110k - \$130k
GTM Strategy & Operations Manager	\$150k - \$180k
Senior RevOps Analyst	\$119k - \$140k
Revenue Operations Manager (Sales & Customer Experience)	\$110k - \$130k
Sales Operations Manager	\$136k - \$204k
Revenue Operations Manager	Not Listed
Senior Revenue Operations Manager	\$96k - \$108k
Revenue Operations Manager	\$150k - \$200k
Revenue Operations Manager, SLG	\$150k - \$200k
Sr. Analyst, Revenue Operations	\$130k - \$150k
Revenue Operations Manager	\$110k - \$120k
Director of Revenue Operations	Not Listed
	Not Listed

Revenue Strategy and Operations Manager	\$119k
Revenue Operations – Brand Partnerships at HardScope	\$80k - \$100k
Harte Hanks	Not Listed
Revenue Operations Sr. Analyst	\$88k - \$105k
	Not Listed
Revenue Operations Analyst	\$90k - \$120k
	Not Listed
Senior Sales Operations Analyst	\$195k - \$220k
Sales Operations Analyst	Not Listed
Senior Go-To-Market Engineer (Sr. Revenue Operations Manager)	Not Listed
Revenue Operations Analyst	Not Listed
Senior Analyst, Revenue Strategy & Insights (CX)	\$120k - \$160k
Sr. Sales Analytics Manager	Not Listed
Sales Operations Specialist	\$85k - \$168k
Manager Development Operations, Latin America & Caribbean (Remote Op	\$98k - \$125k
Assort Health	\$130k - \$160k
Sales Operations Manager	\$150k - \$180k
Sr. Sales Operations Manager - GTM	\$160k - \$185k
	Not Listed
Senior Manager of Revenue Operations	Not Listed
Senior Revenue Operations Manager	Not Listed
Sales Operations Manager, Revenue Operations - New York or San Francis	\$150k - \$170k
	Not Listed
Senior Manager Of Sales Operations	Not Listed
Strategy & Operations, Support	\$240k
Sr. Manager, GTM Ops and Analytics	Not Listed
Sales Operations Manager	\$124k - \$155k
Revenue Operations Manager, Expansion and Retention	Not Listed
Business Operations Manager	\$150k - \$200k
Senior Manager- Revenue Operations (Sales Partnerships)	\$180k
Senior Manager-Commercial Strategy & Deal Operations	\$123k - \$154k
Strategy & Operations Lead	\$160k - \$190k
Sales Operations Manager	\$220k - \$350k
Senior Manager, Strategy and Operations	\$160k - \$220k
Sales Operations Analyst (Remote)	Not Listed
Senior GTM Strategy Analyst	\$112k - \$158k
Revenue Strategy & Operations Manager	\$150k - \$205k
Senior Manager, Revenue & Sales Operations	Not Listed
Sales Operation Partner	\$100k - \$120k
RevOps Manager	Not Listed
Revenue Operations Specialist	\$90k - \$100k
GTM Systems & Analytics Manager	\$145k - \$160k
Revenue Operations Manager	\$120k - \$140k
Senior Field Operations Manager, Growth + EMEA	\$116k - \$159k
GTM Operations Manager	Not Listed
Revenue Operations Analyst	\$85k - \$100k
Sales Operations Manager	\$124k - \$164k

Senior Business Operations Analyst	\$110k - \$140k
Sr. Sales Operations Manager	\$155k - \$190k
Manager/Sr Manager, Strategy & Ops	\$154k - \$206k
Revenue Operations	Not Listed
Sales Operations Manager	\$120k - \$140k
Revenue Operations & Outbound Manager	Not Listed
Growth Operations Manager	\$125k - \$135k
Revenue Operations Lead	Not Listed
Sales Operations Analyst	\$109k - \$175k
Senior Revenue Operations Manager	Not Listed
Consulting Manager - Digital Transformation	\$115k - \$140k
Revenue Operations Manager	Not Listed
Director of Revenue Growth Management	\$165k - \$185k
Senior Strategy Operations Manager	\$94k - \$174k
Senior Sales Enablement & Revenue Operations Manager	\$135k - \$160k
GTM Strategy & Planning Manager	Not Listed
Sr. Sales Operations Manager	Not Listed
Revenue Operations Manager (SaaS)	Not Listed
Senior Sales Operations Analyst	\$94k - \$126k
GTM Partner Owner	Not Listed
Sales Operations Manager	\$108k - \$220k
Staff Program Manager	\$156k - \$166k
Director of Operations	Not Listed
Sales Operations Manager	Not Listed
Partner Revenue Strategy & Operations Manager	\$106k - \$202k
Sales Operations Manager	\$125k - \$175k
Senior Revenue Operations Specialist	Not Listed
Revenue Operations Manager	\$100k - \$120k
<u>Revenue Operations Manager</u>	110-140
Senior Analyst, Revenue Operations	\$120k
Revenue Operations Manager	\$137k - \$153k
Sales Operations Lead, NAMER	\$120k - \$170k
Senior Revenue Operations Project Manager	\$115k - \$170k
Sr. Manager, Strategy and Transformation	\$142k - \$173k
Sales Operations Manager	\$120k - \$160k
Senior Sales Operations Manager	\$103k - \$174k
Senior Sales Operations Manager	Not Listed
Sales Strategy and Operations Manager	\$83k - \$166k
Sales operations Lead	\$147k - \$199k
Senior Strategy Manager (Prime)	\$148k - \$200k
Sales Operations Manager	Not Listed
Senior Operations Manager, US&C Merchant Ops, Retail	\$114k - \$143k
Partner Revenue Strategy & Operations Manager	\$101k - \$202k
Sales Operations Manager	\$101k - \$130k
Senior Revenue Operations Manager	Not Listed
Sales Operations Lead	\$123k - \$180k
Channel Operations Manager	Not Listed
Sr. CRM Analyst	\$100k - \$129k

Manager III, GTM Systems & Operations	\$104k - \$131k
Senior Partner Sales Operations Manager	\$131k - \$229k
Sales Operations Manager	Not Listed
Sr. Manager Sales Operations	\$160k - \$217k
Sr. Sales Operations Manager, Worldwide Sales	\$83k - \$174k
AVP, Go-To-Market Operations Manager	\$100k - \$140k
Sr. Field Operations Manager (Rare Disease)	\$158k - \$216k
Senior Manager, Strategy	\$121k - \$276k
Strategy & Operations Senior Manager, Commerce	\$190k - \$245k
Revenue Operations Lead - Provider Growth Marketing Insights	\$121k - \$179k
Sales Operations Manager	\$108k - \$120k
Sales Operations Manager	Not Listed
Senior Sales Operations Analyst	\$130k - \$150k
Sr. Sales Operations Manager	Not Listed
Sr. Global Operations Manager	\$109k - \$177k
Senior Manager, Channel Operations	\$165k - \$175k
GTM Strategy & Planning Manager	\$147k - \$202k
Manager, Success Operations	\$130k - \$198k
Sales Strategy and Operations Manager	\$120k - \$140k
Consumer Sales Business Operations Lead	\$137k - \$209k
Senior Revenue Operations Manager	\$100k - \$160k
Senior Manager, Field Operations	\$120k - \$200k
Sr. Manager, Growth Ops & Strategy	\$120k - \$150k
Sales Operations Manager	\$89k - \$135k
Senior Manager, Revenue Operations	Not Listed
VP of Revenue Operations and Sales Strategy	\$200k - \$230k
Sr Sales Operations Analyst - Platforms	\$87k - \$145k
Manager / Senior Manager, Global Sales Strategy & Insights	\$154k - \$245k
Sr Manager Sales Strategy and Analytics	\$115k - \$150k
Manager of Business Operations, Partnerships	Not Listed
Revenue Operations & Growth Associate	\$100k - \$175k
Senior Revenue Operations Manager	\$150k - \$185k
Sr. Revenue Operations Analyst	\$130k - \$145k
Revenue Operations Manager	\$130k - \$150k
Senior Manager, GTM Strategy & Ops	Not Listed
GTM Strategy & Operations Manager - Analytics & Intelligence	\$155k - \$185k
Senior Revenue Operations Manager	\$140k - \$165k
Principal Program Manager, Business	\$160k - \$207k
Strategy and Planning Senior Manager	\$149k - \$248k
Senior Manager, Population Health Strategy & Operations	\$140k - \$160k
Revenue Operations Manager	Not Listed
Sales Operations Manager	\$130k - \$185k
Revenue Operations Manager	\$120k - \$170k
Strategy & Operations Manager - Maneva	Not Listed
Sr. Manager, Operations Strategy,	\$140k - \$180k
Process Strategy and Optimization Manager	\$129k - \$152k
Strategy and Business Growth Lead - Los Angeles or Miami	\$191k - \$238k
Revenue Operations Program Manager	\$165k - \$194k

Senior Strategy & Planning Manager	Not Listed
Senior Sales Operations Lead	Not Listed
GTM Strategy & Operations, Commercial position,	Not Listed
AI Sales Strategy Manager	\$100k - \$186k
Senior Revenue Operations Manager	\$140k - \$200k
Sales Operations Manager	Not Listed
Sr Mgr Sales Operations	\$140k - \$169k
Senior Manager, Revenue Operation	Not Listed
Senior Manager, Merchandising Strategy & Operations	\$131k - \$157k
Manager, Sales & Operations Planning	\$90k - \$110k
Director of Revenue Operations	Not Listed
Revenue Operations Manager	Not Listed
Sales Operations Analyst, Senior -	\$84k - \$126k
Revenue Operations Lead (2	\$115k - \$172k
Yield Management & Strategy Manager II	\$142k - \$150k
Revenue Operations Leader	Not Listed
Sales Analyst	\$77k - \$112k
Sr. Sales & Revenue Operations Analyst	\$90k - \$140k
Senior Program Manager, GTM Ops	\$127k - \$149k
Manager Renewals	\$101k - \$183k
Renewals Strategy Manager	\$100k - \$160k
Senior Revenue Strategy & Planning Analyst, Planning and Forecasting	\$94k - \$115k
Senior Revenue Strategy & Operations Manager	\$189k - \$231k
Senior Revenue Operations Analyst	\$73k - \$85k
Revenue Operations Analyst	Not Listed
Vendor Operations	\$115k - \$172k
Revenue Operations and Event Manager	Not Listed
Revenue Operations Manager	\$130k - \$180k
Senior Manager, Revenue Enablement	\$110k - \$120k
Sales Strategy & Operations Manager, New Business	\$238k
Manager, Revenue Operations	\$110k - \$140k
Sales Operations Manager (\$110k - \$135k
Specialist I, Sales Ops	\$85k - \$100k
Senior Revenue Operations Manager	\$135k - \$145k
Sr Revenue Operations Manager	\$150k - \$164k
Revenue Operations Lead role	\$136k - \$149k
Sales Operations Lead, Commercial Launch	\$90k - \$120k
Revenue Operations Manager	Not Listed
Senior GTM Strategist	\$127k - \$149k
Go-to-Market (GTM) Operations Analyst	\$120k - \$150k
Sales Operations Manager	\$150k - \$180k
Sales Operations Specialist	\$110k - \$155k
Senior Revenue Operations Manager, Marketing Operations	\$127k - \$198k
Revenue Operations Analyst	\$115k - \$190k
Sr. Revenue Operations Manager	\$152k - \$190k
Central Revenue Operations Leader	\$200k - \$250k
Manager, Revenue Operations	\$130k - \$175k
Senior Revenue Operations Manager	\$98k - \$138k

Sales Operations Manage	\$232k - \$260k
Sr. International Project Manager	\$117k - \$151k
Sales Operations Manager	\$141k - \$226k
Revenue Operations Manager	\$130k - \$140k
Sales Operations Analyst	\$90k - \$100k
Senior Manager of Customer Success Operations	\$155k - \$177k
GTM Operations Analyst (Customer Success)	\$107k - \$135k
Senior Manager, Revenue Operations	\$180k - \$220k
Sr Manager Sales Force Effectiveness	\$141k - \$236k
Sales Operations Manager	\$85k - \$105k
Revenue Operations Analyst	\$105k - \$115k
Senior Sales Operations Analyst.	\$130k - \$160k
Sales Operations Analyst	Not Listed
Sr. Revenue Operations Business Analyst	\$110k - \$142k
Senior Sales Operations Manager, Enterprise	\$163k - \$240k
Sales Operations Business Analyst	Not Listed
Sales Operations Analyst,	Not Listed
Senior Business Operations Specialist	Not Listed
Sr. Analyst, GTM Strategic Finance	\$110k - \$140k
Revenue Operations Lead - AI Business p	\$120k - \$150k
Revenue Operations Manager	\$112k - \$140k
Strategic Sales Operations Manager	\$158k - \$195k
Sr Manager, Sales Ops Execution	Not Listed
Head of Revenue Operations	Not Listed
Senior Analyst, Operational Strategy (Sales)	\$105k - \$125k
Revenue Operations Manager	\$147k - \$167k
Sr. Analyst, Sales Operations	\$102k - \$138k
Senior Manager of Strategy & Operations	\$143k - \$209k
Sr. CS Strategy & Operations Manager	\$157k - \$254k
Sales Strategy and Operations Associate - LATAM	\$125k - \$165k
Director, Revenue Operations & Analytics - Data Licensing & AI Services	\$185k - \$210k
Senior Manager, Sales Operations	\$197k - \$240k
Revenue Operations Manager (West Coast)	\$120k - \$150k
Revenue Operations Analyst	\$129k - \$175k
Revenue Operations Lead	\$170k - \$240k
Senior Principal Revenue Analyst	\$129k - \$193k
Sales Operations Manager position	\$185k - \$220k
Strategic Sales Operations Manager	\$158k - \$198k
RevOps Analyst	\$100k - \$130k
GTM Strategy & Operations Senior Associate	\$129k - \$177k
Senior Business Systems Analyst, GTM	\$129k - \$172k
Sr Manager, Revenue Operations — Travel Supply & AI	\$180k - \$250k
Senior Manager, B2B Revenue Operations	\$160k - \$215k
Sales Operations Manager	Not Listed
Consultant V	\$198k
Senior Sales Operations Analyst	\$103k - \$135k
Trellix	\$110k - \$140k
GTM Operations - San Fran	150k+

RevOps Manager	\$90k - \$120k
Manager, Sales Operations - Remote	\$104k - \$174k
Revenue Operations Partner- Customer Success	Not Listed
Senior Manager/Director, Revenue Operations	Not Listed
Senior Business Operations Specialist	Not Listed
Revenue Strategy and Operations	\$120k - \$180k
Studio+ Sales Transformation Manager	Not Listed
Senior Revenue Operations Analyst	\$80k - \$93k
GTM Operations Lead, Channel	Not Listed
Manager, Revenue Operations	\$114k - \$139k
Revenue Operations Analyst	\$93k - \$150k
GTM Senior Strategy & Operations Manager	\$174k - \$252k
GTM Strategy & Operations	\$145k - \$195k
Revenue Operations Manager	\$170k+
Revenue Operations Manager	Not Listed
Sales and Operations Planning Program Manager	\$117k - \$161k
Revenue Operations Manager	\$110k - \$150k
Senior Manager, Revenue Operations, Training	\$151k - \$180k
Senior GTM Operations Manager	\$120k - \$160k
Sr. Manager, Sales Operations - Consumer	\$135k - \$170k
Manager, Revenue Operations	\$120k - \$140k
Revenue Operations, Process Lead	\$105k - \$155k
RevOps Manager	\$82k - \$107k
Sales Operations Manager	\$160k - \$175k
Senior Sales Operations Manager (Hubspot)	Not Listed
Senior Manager of Revenue Operations	\$130k - \$155k
Revenue Operations Manager	\$130k - \$150k
Senior Revenue & Client Operations Manager - NeuroNav	\$110k - \$120k
Sr. Director, GTM Strategy & Programs	\$203k - \$328k
GTM Operations Analyst	Not Listed
Sales Ops Analyst	Not Listed
GTM Operations Manager (Agentic Security)	\$130k - \$150k
Revenue Operations Analyst	Not Listed
Manager, Revenue Operations	\$117k - \$140k
Revenue Operations Director	\$150k - \$160k
Sales Operations Specialist	\$120k
Senior Manager, Sales Planning	\$151k - \$222k
Senior Manager, Revenue Operations	\$163.5k - \$188k
Sales Operations Program Manager - Americas	\$96.5k - \$206.4k
Senior manager, revenue strategy, enterprise, americas	\$120k - \$210k
Business Operations Lead	\$110k - \$205k
Senior Customer Success Operations Manager	\$123k - \$143k
Senior Revenue Operations Manager	Not Listed
Director of Sales Operations	Not Listed
VP, Revenue Operations role	\$263k - \$294k
<u>Revenue Operations Manager</u>	\$151k - \$185k
Revenue Operations Senior Manager	Not Listed
Director, Revenue Operations	\$180k - \$270k

Senior Manager, Corporate Operations	\$135k - \$165k
Revenue Operations Lead	\$107k - \$120k
Manager Revenue Operations	\$100k - \$150k
Associate Director, Sales Operations	Not Listed
Director of Revenue Operations	\$200K-\$250K
Senior Program Manager, GTM Strategy	102-182
Sales Operations Manager	150-171
Revenue Operations Data & Systems Analyst	Not listed
Senior Revenue Operations Manager	\$139K-\$168K
Revenue Operations Manager	\$165k - \$225k
Senior Manager, Revenue Systems	\$139K - \$198K
VP of Sales Operations - Healthtech	Not Listed
GTM Operations Specialist	110-130
Manager, Sales Strategy & Planning- Commerce Platform	128-185
Sr. Sales Operations Analyst	\$104k - \$209k
Senior Sales Operations Manager - Americas Enterprise Sales	\$104k - \$209k
Senior Manager, Go-To-Market Operations	120-150
GTM Operations Associate, Revenue	\$122k - \$187k
VP of Sales Operations - Healthtech	Not Listed
AVP, Personalization & Segmentation	Not Listed
Revenue Operations	Not Listed
GTM Strategy Manager	\$150k-\$175k
Sales Operations Analyst	\$123K-\$191K
Sales Operations Manager	\$131,325 - \$183,750
Strategy & Operations Senior Manager, Logistics	\$190,000 - \$245,000
Senior Manager, Revenue Operations	\$140k - \$160k
Senior GTM Strategic Operations Manager	\$182k - \$228k
Sr. Analyst of Revenue Operations	\$122k - \$158k
Revenue Operations Manager	\$100k - \$130k
Revenue Ops. Lead (contract)	\$176k
Sales Operations Manager	Not Listed
Business Operations	\$136k - \$238k
Sales Operations Manager	Not Listed
Revenue Operations Manager	Not Listed
Revenue Operations Analyst	Not Listed
Senior RevOps Analyst	\$94k - \$118k
Revenue Operations Manager	\$100k - \$115k
Revenue Operations Manager	\$100k - \$110k
Revenue Operations Manager	\$100k - \$130k
Revenue Operations Manager	Not Listed
Director of Revenue Operations	\$77k - \$139k
Sales Operations Manager	Not Listed
GTM Operations Lead	Not Listed
Sr. Director, GTM Operations	\$85k - \$122k
Sales Operations & Analytics Manager	\$100k - \$135k
Senior Sales Operations Analyst	\$80k - \$105k
Business Operations Manager	\$110k - \$140k

Revenue Operations Manager	\$109k - \$136k
Senior Analyst, Revenue Operations	\$106k - \$131k
Commercial Sales Operations Manager	\$120k - \$130k
Revenue Operations & Customer Growth Manager	\$131k - \$184k
Manager, Revenue Operations (ROPS)	\$96k - \$132k
Senior Revenue Operations Manager	\$130k - \$170k
Sales Operations Manager	\$190k - \$275k
Head of Revenue Operations	\$175k - \$215k
Manager of Revenue Operations	Not Listed
RevOps Manager	\$135k - \$200k
(Senior) RevOps Manager US	\$100k - \$140k
Sales Operations Manager	\$120k - \$155k
Sales Operations Manager	Not Listed
Senior Revenue Operations Manager	\$145k - \$175k
Revenue Operations Manager	Not Listed
GTM Strategy & Operations	\$140k - \$200k
Revenue Operations Lead	\$110k - \$135k
Sales Compensation Manager	\$157k - \$185k
NA Sales Operations Manager	
Sales Operations Manager	\$100k - \$120k
Director of Revenue Operations	Not Listed
Senior Director, Revenue Operations & Strategy	Not Listed
Data Analyst, Finance & Revenue Operations	\$120k - \$140k
GTM Operations Manager	\$93.5k - \$163.3k
Director, Sales Operations	Not Listed
Head of Revenue Operations	Not Listed
GTM Strategy & Operations Senior Manager	\$170k - \$230k
NA Sales Operations Manager	\$130k - \$160k
Senior Sales Operations Analyst	\$90k-\$135k
Senior Revenue Operations Analyst	\$115k-\$144k
Sales and Revenue Operations Lead	95k
Director of Sales Operations	Not Listed
Sr. Manager, Revenue Operations Systems	Not Listed
Sr. Business Ops Manager	Not Listed
Director Sales Operations	Not Listed
<u>Sales Operations Manager</u>	Not Listed
<u>Director of Revenue Operations</u>	155-207
GTM Operations Generalist	75-125
Not Listed	Not Listed
<u>Director, Sales Operations</u>	155-190
<u>Sales Operations Specialist</u>	73-109
Senior Manager, GTM Systems	Not Listed
Sales Operations Manager	est. \$115K-\$181K
Director of Revenue Operations	\$140k-\$175k
Sales Operations Manager	Not listed
GTM Strategy & Operations Associate	\$84K-\$137K
Senior Revenue Operations Manager	\$131K-\$158K
Revenue Operations Manager	\$110K - \$120K

Revenue Operations (RevOps)	Not Listed
Sales Operations Program Manager	Not Listed
Revenue Operations	Not Listed
Sales Operations Project Manager	\$120K - \$160K
Sales Strategy and Operations Manager	\$130k - \$160k
Strategic Sales Operations Manager	Not Listed
Sales Operations Lead	130-150
Senior Manager, Revenue Operations	Not Listed
Field Operations Manager, Strategic	Not Listed
Sales Operations Analyst	\$115k - \$191k
Sr. Business Operations Analyst, Customer Success	\$83k - \$135k
Operations/Office Manager	Not Listed
Revenue Operations Analyst	\$60k - \$85k
Sales Operations Manager	Not Listed
Senior Revenue Operations Manager	\$111k - \$140k
SalesOps Revenue Planning & Analytics Manager	\$107k - \$174k
Senior Analyst, Revenue Operations	\$85k - \$95k
Operations Analyst	Not Listed
Senior Analyst, Revenue Strategy and Operations	\$77k - \$110k
Head of Revenue Operations	\$216k - \$280k
Senior Manager, Revenue Operations, Americas	\$151k - \$230k
Senior Director of Revenue Operations	Not specified
Manager, Strategy and Operations	\$125,000 - \$151,000
Senior Revenue Operations Manager	\$170,000 - \$230,000
Sales Excellence GTM Lead	Not Listed
Senior Manager, Subscriptions Operations	\$167,000 - \$185,000
Revenue Operations Manager	Not Listed
Sales Operations Director	\$182,000 - \$316,000
Manager, Operations Strategy	\$140,000 - \$170,000
Business Operations and Strategy Manager	\$160,000 - \$205,000
Manager, GTM Field Operations - Revenue Architecture	\$143,000 - \$200,000
Revenue Operations Manager	Not Listed
Director, Strategic Operations	Not Listed
Strategy & Operations Associate	\$100,000 - \$150,000
Strategic Operations Director	\$135,000 - \$170,000
Sales Operations Sr Analyst	Not Listed
Sr Manager, Global Customer Success Operations	Not Listed
Senior Sales Operations Reporting & Insights Analyst	\$147,000 - \$182,000
Senior Sales Operations Analyst	Not Listed
Business Analytics Lead	Not Listed
Sr. Manager, Sales Analytics and Operations	not
Senior Director, Strategy & Operations	\$175,000 - \$220,000
Senior Renewal Operations Manager	\$133,900 - \$192,500
Operations Manager	\$90,000 - \$115,000
Manager, Strategic Finance & Revenue Operations	\$160,000-\$180,000
GTM Systems Manager	\$145,000-\$165,000
Sales Operations Manager	Not specified

Denied	30-Jan	Email Reject	N
Denied	20-Jan	Email Reject	N
Denied	22-Jan	Email Reject	N
Denied	5-Mar	Personal Email Reject	Y
Denied	3-Feb	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	22-Jan	Ghosted	N
Denied	31-Jan	Email Reject	N
Denied	22-Jan	Email Reject	N
Denied	2-Feb	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	22-Jan	Email Reject	N
Denied	22-Jan	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	10-Feb	Email Reject	N
Denied	22-Jan	Email Reject	N
Denied	3-Mar	Email Reject	N
Denied	21-Feb	Email Reject	N
Denied	27-Jan	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	22-Jan	Email Reject	N
Denied	5-Feb	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	28-Jan	Email Reject	N
Denied	22-Jan	Ghosted	N
Denied	27-Feb	Email Reject	N
Denied	1-Feb	Email Reject	N
Denied	9-Feb	Email Reject	N
Denied	6-Feb	Email Reject	N
Denied	23-Jan	Ghosted	N
Denied	23-Jan	Email Reject	N
Denied	23-Jan	Ghosted	N
Denied	5-Mar	Email Reject	N
Denied	25-Feb	Email Reject	N
Denied	23-Jan	Email Reject	N
Denied	10-Mar	Email Reject	Y
Denied	23-Jan	Ghosted	N
Denied	9-Mar	Email Reject	N
Denied	30-Jan	Email Reject	N
Denied	28-Mar	Email Reject	N
Denied	6-Feb	Email Reject	N
Denied	5-Feb	Email Reject	N
Denied	12-Feb	Email Reject	N
Denied	18-Feb	Email Reject	N
Denied	24-Jan	Ghosted	N
Denied	17-Feb	Email Reject	N
Denied	18-Feb	Email Reject	N
Denied	5-Mar	Email Reject	N

Denied	3-Feb	Email Reject	N
Denied	12-Feb	Email Reject	N
Denied	27-Jan	Email Reject	N
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Denied	26-Jan	Email Reject	N
Denied	24-Jan	Email Reject	N
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Denied	30-Jan	Email Reject	N
Denied	24-Feb	Email Reject	N
Denied	6-Feb	Email Reject	N
Denied	30-Jan	Email Reject	N
Denied	2-Feb	Email Reject	N
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Denied	30-Jan	Ghosted	N
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Denied	24-Feb	Email Reject	N
Denied	24-Feb	Email Reject	N
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Denied	9-Apr	Email Reject	Y
Denied	27-Feb	Personal Email Reject	Y

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Denied	25-Feb	Email Reject	N
Denied	26-Feb	Email Reject	N
Denied	27-Feb	Email Reject	N
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Denied	28-Feb	Email Reject	N
Denied	27-Feb	Ghosted	N
Denied	7-Mar	Email Reject	N
Denied	19-Mar	Email Reject	Y
Denied	5-Mar	Email Reject	N
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Denied	3-Mar	Email Reject	N
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Denied	30-Mar	Email Reject	N
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Denied	2-Mar	Email Reject	N
Denied	2-Mar	Email Reject	N
Denied	2-Mar	Email Reject	N
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Denied	12-Mar	Email Reject	N
Denied	8-Apr	Email Reject	Y
Denied	17-Mar	Email Reject	N
Denied	7-Apr	Email Reject	N
Denied	2-Apr	email reject	N
Denied	20-Mar	Email Reject	N
Denied	17-Mar	Email Reject	N
Denied	6-Apr	Email Reject	N
Denied	1-Apr	email reject	N
Denied	12-Mar	Email Reject	N
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Denied	7-Apr	Email Reject	N
Denied	2-Apr	Email Reject	N
Denied	16-Mar	Ghosted	N
Denied	6-Apr	Email Reject	N
Denied	2-Apr	Email Reject	Y

Denied	27-Mar	Ghosted	N
Denied	4-Apr	Email Reject	N
Denied	24-Mar	Email Reject	N
Denied	2-Apr	Email Reject	N
Denied	12-Mar	email reject	N
Denied	23-Mar	Email Reject	Y
Denied	12-Mar	email reject	N
Denied	17-Mar	email reject	N
Denied	15-Mar	email reject	N
Denied	13-Mar	email reject	N
Denied	3-Apr	Email Reject	Y
Denied	19-Mar	email reject	N
Denied	17-Mar	email reject	N
Denied	23-Mar	Email Reject	Y
Denied	30-Mar	email reject	N
Denied	17-Mar	email reject	N
Denied	13-Mar	email reject	N
Denied	18-Mar	email reject	N
Denied	8-Apr	Email Reject	Y
Denied	18-Mar	email reject	N
Denied	15-Mar	email reject	N
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Denied	26-Mar	email reject	N
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Denied	19-Mar	email reject	N
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Denied	26-Mar	email reject	Y
Denied	21-Mar	email reject	N
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Denied	24-Mar	email reject	N
Denied	19-Mar	email reject	N
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Denied	30-Mar	email reject	N
Denied	25-Mar	email reject	N
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Denied	25-Mar	email reject	N
Denied	31-Mar	email reject	N

Applied		15-Mar		N
Applied		15-Mar		
Applied		15-Mar		
Applied		15-Mar		
Denied		10-Apr	Email Reject	
Applied		18-Mar		
Applied		18-Mar		
Applied		18-Mar		
Applied		18-Mar		
Applied		18-Mar		
Applied		21-Mar		
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Applied		16-Mar		
Applied		15-Mar		
Applied		14-Mar		
Applied		1-Apr		
Applied		1-Apr		
Applied		3-Apr		
Applied		3-Apr		
Applied		4-Apr		
Applied		4-Apr		
Applied		4-Apr		

Second Step?	Third step?	Fourth Step?	Fifth step	Offer?
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Light blue horizontal bar

Yellow horizontal bar

Green horizontal bar with 'Y' in the center

Yellow horizontal bar

Yellow horizontal bar

Red horizontal bar with 'N' in the center

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Red horizontal bar with 'N' in the center

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

Light blue horizontal bar

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N

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Y Y N

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Y N

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Y **Y** **Y** **N**

N

Y **N**

Y **Y** **N**

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Y N

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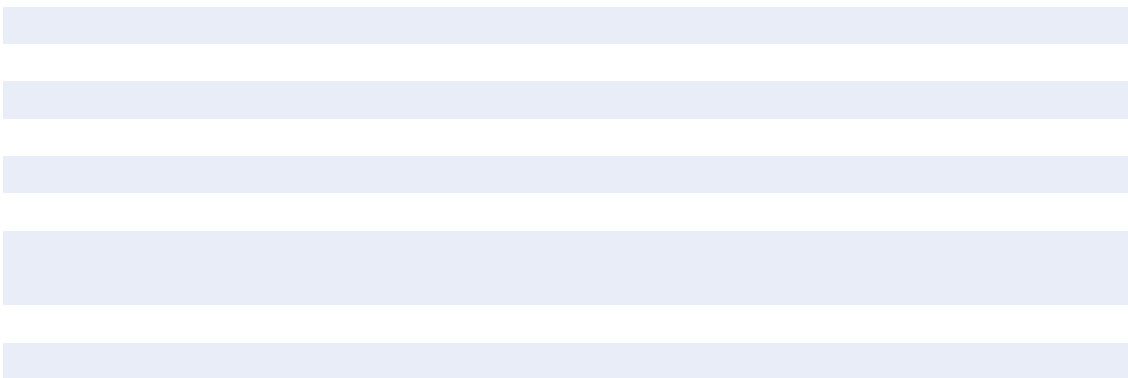
Additional Note	Contact	Email	Follow up?
Remote			
Remote	Anthony Ham	A.Ham@franklinfitch.com	
Remote			
Remote			



Stood me up	Kelsey Yharte	kayharte@datacor.com
Remote	Annie Levine	Annie.Levine@foley.io

No

No



[Redacted]

[Redacted]

[Redacted]

[Redacted]

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[Redacted]

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[Redacted]

[Redacted]

[Redacted]

[Redacted]

Becky Daniel	Becky.Daniel@nelnet.net
Jessica Liu	jessica@donorbox.org
Meagan Lawhon	mlawhon@cribl.io

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Hybrid SF	Monica	
	Lisa Choi	lisa.choi@headspace.com



Michael Schank mschank@shutterstock.com

Hybrid SF



Hybrid SF

[Redacted]

[Redacted]

Remote Amy (Barrett) Eggle aeggleston@morningconsult.com

[Redacted]

[Redacted]

Remote Cierra Figg ciera.figg@qdrant.com

[Redacted]

[Redacted]

Remote Amanda Williams amanda.williams@neuronav.org

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Remote

[Redacted]

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Remote

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Hybrid

Hybrid

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Onsite

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[Redacted]

Remote
Remote/Hybrid

[Redacted]

[Redacted]

Remote

Remote
Remote
Remote

Remote

Hybrid
Remote

Remote
Remote
Remote Eligible

Remote
Hybrid

Onsite
Remote/Hybrid
Remote
Hybrid

Remote
Remote
Remote

Remote
Remote
Remote

Remote/Hybrid
Hybrid

Remote
Remote
Remote

<https://www.linkedin.com/jobs/view/4390663572/>

<https://www.linkedin.com/jobs/view/4318503211/>

<https://www.linkedin.com/jobs/view/4349725595/>

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<https://www.linkedin.com/jobs/view/4361885000/>

<https://job-boards.greenhouse.io/ladder33/jobs/7559385/confirmation>

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<https://www.linkedin.com/jobs/view/4352577264/>

<https://www.indeed.com/cmp/Pest-Share/jobs?jk=65313b076c3b94da&start=0&clearPrefilter=1>

<https://www.linkedin.com/jobs/view/4355687715/>

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Sal Low \$K	Sal High \$K	Sal Mid \$K
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110	140	125.0
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110	150	130.0
174	243	208.5

110	150	130.0
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90	120	105.0
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120	145	132.5
-----	-----	-------

122	171	146.5
-----	-----	-------

130	160	145.0
-----	-----	-------

130	150	140.0
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122	175	148.5
-----	-----	-------

85	90	87.5
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132	178	155.0
-----	-----	-------

120	160	140.0
-----	-----	-------

132	150	141.0
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112	140	126.0
-----	-----	-------

152	220	186.0
-----	-----	-------

110	130	120.0
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52	148	100.0
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110	130	120.0
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150	180	165.0
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119	140	129.5
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110	130	120.0
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136	204	169.9
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96	108	102.0
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150	200	175.0
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150	200	175.0
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130	150	140.0
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110	120	115.0
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119	119	119.0
80	100	90.0

88	105	96.5
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90	120	105.0
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195	220	207.5
-----	-----	-------

120	160	140.0
-----	-----	-------

85	168	126.5
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98	125	111.5
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130	160	145.0
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150	180	165.0
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160	185	172.5
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150	170	160.0
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240	240	240.0
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124	155	139.5
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150	200	175.0
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180	180	180.0
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123	154	138.5
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160	190	175.0
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220	350	285.0
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160	220	190.0
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112	158	135.0
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150	205	177.5
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100	120	110.0
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90	100	95.0
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145	160	152.5
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120	140	130.0
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116	159	137.5
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85	100	92.5
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124	164	144.0
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110	140	125.0
155	190	172.5
154	206	180.0
120	140	130.0
125	135	130.0
109	175	142.0
115	140	127.5
165	185	175.0
94	174	134.0
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94	126	110.0
108	220	164.0
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147	202	174.5
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120	150	135.0
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115	150	132.5

100	175	137.5
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130	150	140.0

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140	160	150.0

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120	170	145.0

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191	238	214.5
165	194	179.5

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140	169	154.5
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101	183	142.0
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94	115	104.5
189	231	210.0
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115	172	143.5
130	180	155.0
110	120	115.0
238	238	238.0
110	140	125.0
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136	149	142.5
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127	149	138.0
120	150	135.0
150	180	165.0
110	155	132.5
127	198	162.5
115	190	152.5
152	190	171.0
200	250	225.0
130	175	152.5
98	138	118.0

232	260	246.0
117	151	134.0
141	226	183.5
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90	100	95.0
155	177	166.0
107	135	121.0
180	220	200.0
141	236	188.5
85	105	95.0
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163	240	201.5

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104	174	139.0

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114	139	126.5
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130	150	140.0
190	275	232.5
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117	140	128.5
150	160	155.0
120	120	120.0
151	222	186.5
164	188	175.8
97	206	151.5
120	210	165.0

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107	120	113.5
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165	225	195.0
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139	198	168.5
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104	209	157.0
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104	209	157.0
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122	187	155.0
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190	245	217.5
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140	160	150.0
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182	228	205.0
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122	158	140.0
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100	130	115.0
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176	176	176.0
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136	238	187.0
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94	118	106.0
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100	115	107.5
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100	110	105.0
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85	122	103.5
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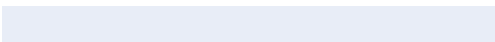
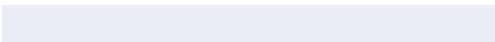
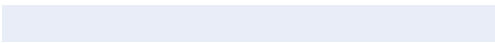
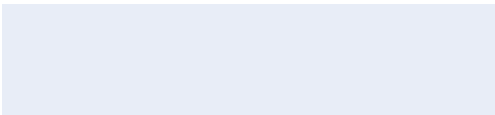
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135	170	152.5
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120	155	137.5
145	175	160.0
140	200	170.0



115	181	148.0
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110	120	115.0
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120	160	140.0
130	160	145.0

115	191	153.0
83	135	109.0

60	85	72.5
111	140	125.0
107	174	141.0
85	95	90.0

77	110	94.0
216	280	248.0
151	230	191.0

125	151	138.0
170	230	200.0

167	185	176.0
182	316	249.0
140	170	155.0
160	205	182.5
143	200	171.5

100	150	125.0
135	170	152.5

147	182	164.5
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175	220	197.5
134	193	163.2
90	115	102.5

Number	Company	Contact	Email	Follow up?
1	Pop Up Talent	RJ Manuel	rj@popuptalent.com	No
2	Spring Health			No
3	Exiger	Josh Pudnos	jpudnos@exiger.com	Yes
4	eSub	Adriana Nieman	Adriana.Nieman@esub.com	Yes
7	Formstack			No
8	Panopto			No
9	Vyaire			No
10	FastSpring			No
11	BILL			No
12	Cleerly			No
13	Resolver			No
14	Workiz			No
15	Wolters Kluwer			No
16	AssetWatch			No
17	Medical Air Services Association			No
18	REPAY			No
19	Enable			No
20	Litmus			No
21	Sprout Social			No
22	Limble			No
23	Affirm			No
24	Restaurant365			No
25	Ontra			No
26	BioCatch			No
27	Chronicle Heritage			No
28	Jellyvision			No
29	Adobe			No
30	Coreweave	Emily Belmont	ebelmont@coreweave.com	No
31	StarRez			No
32	Zoom			No
33	Go Nimble			No
34	Sanity.io			No
35	Grocery Outlet			No
36	SymphonyAI			No
37	Twilio			No
38	insightsoftware			No
39	Oxford Nanopore Technologies			No
40	Rain.us			No
41	Hofy			No
42	Clipboard Health			No
43	Cornerstone			No
44	Stripe			No
45	BombBomb			No

46	Curia		No
47	LeoLabs		No
48	Pulley		No
49	Hofy		No
50	Billups		No
51	Catapult Solutions Group		No
52	Cutover		No
53	Mudflap		No
54	NEI		No
55	OpenX		No
56	Roo		No
57	Apex.AI		No
58	Carta		No
59	DaVita		No
60	NCR		No
61	Restaurant365		No
62	RevOpsforce		No
63	Samsara		No
64	billups		No
65	DNSFilter		No
66	Gem		No
67	Global Search RC		No
68	Loop		No
69	Midi Health		No
70	NCR		No
71	Syneos Health		No
72	BILL		No
73	ZipRecruiter		No
74	eSkillz		No
75	Fortra		No
76	LogicManager		No
77	Acrisure		No
78	Bobbie		No
79	AffirmedRx		No
80	Trace3		No
81	Articulate		No
82	The Instant Group		No
83	Logixboard		No
84	LTK		No
85	ASG		No
86	ActiveCampaign		No
87	Ramp		No
88	ClearGov		No

89	GRIN			No
90	Silverfort			No
91	Chomps			No
92	SQUIRE			No
93	Insulet			No
94	Ingage			No
95	ServiceNow			No
96	GoodRx			No
97	Affinity			No
98	Proof			No
99	Ramp			No
100	MaintainX			No
101	Alma			No
102	CrowdStrike			No
103	PowerSchool			No
104	Five9			No
105	GitLab			No
106	Center for Internet Security, Inc.			No
107	Cato			

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Follow Up by

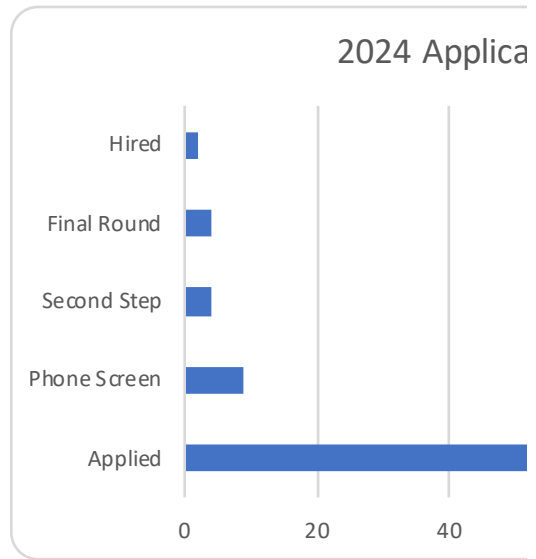
	Last contact	Compensation	Role	Note
	17-Apr	60-80k	Revenue Operations Analyst	
	25-Apr	106-136	Sales Operations Analyst	Generic email provided
	27-Mar	100k	Sales Operations Associate	Signed
	12-Feb	100k	Revenue Operations Analyst	Fired me after 4 months
	19-Apr	75-90K	Revenue Operations Analyst	
	1-Apr	55-65k	Sales Operations Analyst II	
	25-Mar		Sales Operations Analyst	
	25-Mar		Sales Operations Specialist	
	24-Mar		Sr. Sales Operations Analyst	
	24-Mar		Commercial Operations Analyst	
	22-Mar		Marketing Operations Specialist	
	22-Mar		Revenue Operations Manager	
	21-Mar		Senior Sales Operations Analyst	
	20-Mar			
	20-Mar		Sales Operations Analyst	
	20-Mar		Sales Operations Reporting Analyst	
	19-Mar		Senior Sales Operations Analyst	
	19-Mar		Sales Operations Analyst -	
	19-Mar			
	18-Mar		Marketing Operations Manager	
	17-Mar		Merchant Engagement Specialis	
	17-Mar		Analyst, Revenue Operations- Customer Success	
	14-Mar			
	13-Mar		Sr. Revenue Operations Data Analyst	
	13-Mar		Revenue Operations Manager	
	13-Mar		Sales Operations Analyst	
	12-Mar		Sr. Sales Operations Manager	
	12-Mar	85-115k	Sales Operations Analyst	
	12-Mar	85-135k	Revenue Operations Manager	
	9-Mar		Sales Operations Analyst	
	8-Mar			
	8-Mar		Director, Revenue Operations	
	7-Mar		Store Operations Analyst	
	7-Mar		Operations Manager	
	6-Mar		Growth Operations Manager	
	5-Mar		Sales Operations Analys	
	5-Mar		Sales Operations Analyst	
	4-Mar			
	1-Mar			
	29-Feb		Revenue Strategy & Operations	
	28-Feb		Senior Revenue Analyst	
	28-Feb		Sales Operations Specialist	
	27-Feb		Revenue Operations Manager	

27-Feb		Senior Sales Operations Analyst	
27-Feb			
27-Feb			
26-Feb			
23-Feb		Senior Revenue Operations Analyst	
22-Feb		Sales Operations Analyst	
22-Feb			
22-Feb		Revenue Operations Manager	
22-Feb		Sales Operations Manager	
22-Feb		Senior Deal Operations Specialist	
22-Feb		Sales Operations Manager	
21-Feb			
21-Feb		Sales Operations Manager	
21-Feb		Revenue Operations Manager	
21-Feb		Sales Operations Analyst III	
21-Feb		Analyst, Revenue Operations Position	
21-Feb			
21-Feb		Tableau Developer - People Analytics	
20-Feb		Senior Revenue Operations Analyst	
20-Feb		Sales Operations Manager	
20-Feb		Sales Operations Manager	
20-Feb		Sales Operations Manager	
20-Feb		Senior Revenue Operations Analyst	
20-Feb		Sales Operations Manager	
20-Feb		Sales Operations Analyst III	
20-Feb		Sales Operations Analyst (
19-Feb		Senior Revenue Operations Analyst	
15-Feb			
14-Feb		Revenue Operations Analyst	
14-Feb		Revenue Operations Analyst	
14-Feb		Senior Revenue Operations Manager	
13-Feb		Revenue Operations Analyst	
25-Mar		Sales Operations Analyst	
25-Mar			
27-Mar		Sales Operations Specialist	
27-Mar			
28-Mar		Senior Sales Operations Analyst	
28-Mar			
28-Mar		Sales Operations Specialist	
29-Mar		Revenue Operations Manager	
29-Mar		Sales Operations Manager, Partner Operations	
29-Mar		Senior Analyst, Post Sales Operations	
1-Apr		Sales Operations Analyst	

1-Apr		Sales Operations Analyst	
1-Apr		Sales Operations Manager	
2-Apr		Analyst, Sales Operations	
4-Apr		Revenue Operations Manager (Customer Success)	
4-Apr		Sales Operations Analyst	
5-Apr		Sales Operations Manager	
5-Apr		Sales Operations Specialist	
13-Apr		Sr. Sales Operations Manager	
16-Apr		Sales and CS Operations Manager	
16-Apr		Sales Operations Analyst	
18-Apr		GTM Senior Business Systems Analyst	
21-Apr		Revenue Operations Manager	
25-Apr		Sales Operations Manager	
29-Apr		Sales Operations Analyst, SLED (Remote)	
2-May		Sales Operations Analyst	
8-May		Sales Operations Analyst	
15-May		Sales Operations Analyst	
17-May		Sales Operations Specialist	
24-May		Sales Operations Analyst	

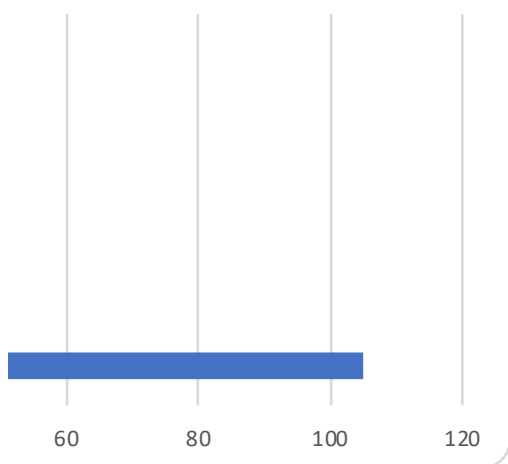
Sal Low \$K	Sal High \$K	Sal Mid \$K
60	80	70
106	136	121
100	100	100
100	100	100
75	90	82.5
55	65	60

2024 Application Funnel		
Stage	Count	% of Applied
Applied	105	100.0%
Phone Scree	9	8.6%
Second Step	4	3.8%
Final Round	4	3.8%
Hired	2	1.9%



85	115	100
85	135	110

ation Funnel



Number	Company	Contact
1	eSub	Adriana Nieman
2	Identified Talent Solutions	Virgil Sindayen
3	Pluralsight	
4	Mindbody	
7	Fountain	
8	Elite Talent Recruit	
9	Terakeet	
10	Cloudflare	
11	RSM	
12	When I Work.	
13	Restaurant365	
14	UKG	
15	Intelerad	
16	Fortra	
17	imagine360	
18	Timescale	
19	CrowdStrike	
20	Exabeam	
21	DailyPay	
22	BMC Software	
23	Elastic	
24	YipitData	
25	FedEx	
26	Truework	
27	Lyra	
28	Infinx	
29	1Password	
30	Clearsulting	
31	ZoomInfo	
32	Reading Horizons	
33	Intelligo	Jessica Lamdan
34	Lumen's	
35	USABLE Life.	
36	OhmniLabs	
37	Rain the Growth	
38	Xometry	
39	Western Digital	
40	F5	
41	Ritual	
42	Ramp	
43	Zip	
44	eHealth	
45	CaptivateIQ	
46	Autodesk	
47	KeyMe	

48	Axon	
49	DaySmart	
50	Solo	
51	Responsive	
52	Airtable	
53	Black Rifle Coffee	
54	ClickHouse	
55	Human Interest	
56	Matrix Medical	
57	Hanwha Qcells America	
58	Remote	
59	Evolent Health	
60	SmartRecruiters	
61	Exiger	Josh Pudnos
62	SugarCRM	
63	Articulate	Josie Kammer
64	Inovalon	
65	ClearShark	
66	Posit	
67	Mixpanel	
68	Heinekin	
69	Cox	
70	Plaid	
71	Kadena	
72	Databricks	
73	Fisker	
74	Iron Mountain	
75	GlossGenius	
76	ZipRecruiter	
77	MetLife	
78	Tebra	
79	Patient Now	Chris Vincent
80	Yahoo	
81	GlossGenius	
82	Pirate Ship	
83	AvantStay	
84	Nasuni	
85	OpenTable	
86	Electric	
87	Pax8	Myles Pegues
88	Mixpanel	
89	Worksighted	
90	1Password	
91	3Degrees	George Kiefer
92	Headway	
93	Navigate360	
94	NexHealth	

95	Barcel	
96	Elevate PFS	
97	The Knot Worldwide	
98	HomeServe	
99	Branch	
100	Uplift	Ariana Harris
101	GoPro	
102	Chief	
103	Ncontracts	Kevin Anderson
104	Lumen	
105	Cribl	
106	VisionNav	
107	SmithRx	
108	Dragos	
109	Quartz Events, LLC.	
110	Sincerely	
111	Samsara	
112	Patient Now	
113	KeHE	
114	GitLab	
115	Ansys	
116	VelocityEHS	Rebecca Olivo
117	Trader Interactive	
118	Noah Medical	
119	Minitab	
120	HCSS	
121	FastSpring	
122	Acumen	
123	Talkdesk	
124	Nextracker	
125	Ansys	
126	Altria	
127	Volta Charging	Devin Ontiveros
128	Veho	
129	Tempo	
130	Tegus	
131	Real Chemistry	
132	Pipl	Anne Gleaton
133	Phoenix Children's	
134	Lakeside	
135	Topaz Sales Consulting	
136	SQUIRE	
137	MedBridge	
138	Sustainable Talent	
139	Jfrog	
140	Cayuse	
141	BambooHR	
142	Avalara	

143	Spring Health	Taylor Geismar
144	A-LIGN	
145	Element Biosciences	Madison Maddox
146	Relatient	
147	Razorhorse	
148	Ontra	
149	LiveAction	
150	SentinelOne	
151	OpenTable	
152	iRhythm	
153	GlossGenius	
154	Climate Impact Partners	
155	Trina Solar	
156	Synthego	
157	MindGym	
158	Elevate	Brianne Fyr
159	Artera	
160	Uptycs	
161	LastPass	
162	CarepathRx	
163	Veeva	
164	Gong	
165	Crunchtime	
166	Wpromote	
167	Minitab	
168	Acxiom	
169	Zuora	
170	Waystar	
171	Viatrix	
172	Toast	
173	LeadVenture	
174	Boomi	
175	Newfold	
176	Electric	
177	Mayan	Nitika
178	Buildout	
179	Ada	
180	InnovateMR	
181	HireVue	
182	EverCommerce	Edelweiss Galvez
183	Lime	
184	Cardinal Health	
185	Brightspeed	
186	Provation	Chelsea Cook
187	New Relic	
188	NDWA	
189	HireVue	
190	Symetri USA	

191	Twitch	
192	Avalara	
193	Mach49	Kyera Laabs
194	Dotmatics	Ariel Chan
195	Hopper	
196	OneStream	Nick Burr
197	Qualifacts	Elliot Echlov
198	Clario	
199	Passport	Calli Beutow
200	Intelligent Demand	Anne-Marie Coughlin
201	Truveris	
202	ServiceNow	
203	Alight	
204	Treasure Data	
205	Mercury	
206	imagine360	
207	WisdomTree	
208	Razr	
209	Expel	
210	Brightspeed	
211	Restaurant365	
212	Medallion	Julia Masera
213	Sutter	
214	Sastrify	Elena Rudakova
215	LiveRamp	
216	Jenzabar	
217	Eagleview	
218	Attentive	
219	Proglove	
220	Privia Health	
221	PagerDuty	
222	Juno Search Partners	Meredith Mays
223	Genomind	Andrea Gillotte
224	New Relic	
225	Insulet	
226	ILLUSTRATIVE MATHEMATICS	
227	Cloudflare	
228	ShopMonkey	
229	SmithRx	
230	ServiceTitan	
231	Taylor	
232	Sinch Email	
233	Epiq	
234	Iodine Software	Andrea Justice
235	Genesys	
236	PAX	
237	Measurabl	Melissa Hefferman
238	Calm	

239	Salesloft	
240	Planned Parenthood	
241	California Credit Union	Nailah Bader
242	Dexcom	
243	Carbon Direct	Eliora Donahue
244	Enformion	Irma N
245	DAOU Winery	Amanda Weis
246	Atlasian	
247	Asana	
248	Seismic	
249	Palmetto Technology Group	Ray Smith
250	Vow for Girls	
251	TruStage	
252	Scratch Financial	
253	RevenueCat	
254	NRG Engery	
255	Hotel Engine	
256	Gitlab	
257	Chainlink Labs	
258	BetterUp	
259	AuditBoard	
260	Attentive Mobile	
261	ActiveState	Patrick Brown
262	Elsevier	
263	Dandy	
264	Altium	
265	Uppgaurd	
266	SMA technologies	
267	Olo	
268	Holon Solutions	
269	Decision	
270	Medely	
271	Neat	
272	Nearpod	
273	Harness	
274	Telesign	
275	Tanium	
276	PagerDuty	
277	Quench	
278	Newfront	
279	Pie Insurance	
280	Cornerstone	
281	Olsson	
282	Recharge	Lo Well
283	Renaissance Learning	
284	zscaler	
285	Boomi	
286	TeamSnap	

287	Taulia	
288	Lumen	
289	Aurora Solar	Karina Cleveland
290	Malwarebytes	
291	DAS42	
292	Redpanda	
293	AtoB	
294	Figma	
295	Mural	
296	Pluralsight	
297	Coalition	
298	Virtuous	Gabby Povoli
299	Grammarly	
300	Acquia	
301	Datadog	
302	Osano	Kelsey Peterson
303	Drata	Erin Barkasy
304	Elevate Brands	
305	Revenue.io	Annie Mand
306	Smith.ai	
307	Internova Travel Group	
308	Datarobot	
309	Wex	
310	komodo health	
311	Crunchtime	
312	Flexe	
313	SecondFront Systems	
314	Divvy Homes	
315	RemoteLock	Dawn Tyler
316	Boulevard	
317	Instacart	
318	Pluralsight	
319	Nomi Health	Sundone
320	Q2	
321	Epiq	
322	braintrust	
323	Samsara	
324	Qumulo	
325	Molo Solutions	
326	Guardant	
327	Dealer Tire	Jessica Long
328	CrowdStreet	
329	Bonterra	
330	Medely	
331	Jerry	
332	FiscalNote	
333	Upwork	
334	Advantive	Davis Marrs

335	Lyra	Ruby Speros
336	Bazaarvoice	
337	Community Brands	Natalie Rinow
338	Netrix	Alicia Harris
339	Censys	Alexandra Moynes
340	Pinterest	
341	Mutiny	
342	FlyWire	
343	Grocery TV	
344	Cloudflare	
345	Persona	
346	inquirEd	Ahsley Eidbo
347	Coreview	Ashlyn Phillips
348	EAB	
349	Calm	David Chero
350	Formstack	
351	Provenir	
352	PartsSource	Kailee Terrance
353	Instrumentl	Gabriel Harkov
354	Higher Logic	Matt Armstrong
355	AirBnb	
356	rater8	
357	Honor	
358	Adobe	
359	Branch	
360	RFPIO	
361	WalkMe	Adam Garrison
362	Checkr	
363	Mimeo	Ashley Arias
364	Tango	
365	Motomatic	
366	Informatica	
367	GiGStream	
368	Safelease	Nate Kinet
369	BILL	
370	Instacart	
371	Billtrust	
372	Hired Score	
373	Forter	
374	Prescense	
375	Planet	
376	New Relic	
377	Jerry	
378	Gorilla Health	
379	Mainstay	Audrey Mattoon
380	Oomnitza	
381	Ontra	
382	Billtrust	

383	Attentive Mobile	
384	Quinstreet	
385	AccessOne	Guru Brandes-Swamy
386	Shippo	
387	Genesys	
388	Databricks	
389	Deel	Andres Gutierrez
390	Simplr	
391	Salesloft	
392	Humanitec	
393	Clario	
394	FIS	
395	Aurora Solar	
396	Lithic	
397	Calm	
398	Lavu	Daily Corona
399	Kin Insurance	
400	Squarespace	
401	Jfrog	
402	SeekOut	Andy Pietromonaco
403	Yahoo	
404	RevPartners	Moriah Summers
405	Kensho	
406	Faire	
407	UpTempo	
408	Cube	Lauren Cooper
409	Click Up	
410	Airbyte	
411	Jama	Lily Ayala
412	Coin Metrics	
413	JumpCloud	
414	ZAGENO	
415	Eventbrite	
416	Riskconnect	

	No	No Interview	
	No	No Interview	
kleveland@aurorasolar.com	No	Rejected after 7th	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
gabby.povoli@virtuous.org	No	Rejected after 4th	
	No	No Interview	
	No	No Interview	
	No	No Interview	
kp@osano.com	No	Rejected after phone	
erinbarkasy@drata.com	No	Rejected after 2nd	
	No	No Interview	
annie.mand@revenue.io	No	Rejected after 3rd	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
dt Tyler@remotelock.com	No	Rejected after 2nd	
	No	No Interview	
	No	No Interview	
	No	No Interview	
Sundone.Boutvyseth@nomihealth.com	No	Rejected after 3rd	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
jlong@dealertire.com	No	Rejected after phone	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	Rejected after 2nd	

	No	No Interview	
	No	No Interview	
gbrandes-swamy@directrecruiters.com	No	Rejected after phone	
	No	No Interview	
	No	No Interview	
	No	No Interview	
andres.gutierrez@deel.com	No	Rejected after phone	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	
daily.corona@lavu.com	No	Rejected them	
	No	No Interview	
	No	No Interview	
	No	No Interview	
andy.pietromonaco@seekout.com	No	Rejected after phone	
	No	No Interview	
msumner@revpartners.io	No	Rejected them	
	No	No Interview	
	No	No Interview	
	No	No Interview	
lauren.cooper@cubesoftware.com	No	Rejected after phone	
	No	No Interview	
	No	No Interview	
layala@jamasoftware.com	No	Rejected after phone	
	Maybe	Ghosted	
	No	No Interview	
	No	No Interview	
	No	No Interview	
	No	No Interview	

Second Step?

Third step?

Fourth Step?

Fifth step

Offer?

Follow Up by







Red bar

Green bar followed by Red bar

Green bar followed by Red bar

Green bar followed by Red bar

Red bar

Red

Red

Green Red

Green Red

Red

Red

Red

Green Red

Green Red

Red

Green segment followed by a red segment.

Green segment followed by a red segment, then a long green segment, and finally a red segment.

A single red segment.

A long green segment followed by a red segment.

Green segment followed by a red segment.





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Last contact	Compensation	Role
4-Oct	100k	Revenue Operations Analyst
24-Jul	62k	Deal Desk Analyst
27-Oct		Revenue Strategy and Operations Analyst
27-Oct		Senior Analyst, Revenue Operations
21-Oct		
20-Oct		Sales Analyst
19-Oct		Sales Analyst - Digital Marketing
19-Oct		Sales Ops Data Analyst
19-Oct		Sales Operations Data Analyst
18-Oct		RevOps Analyst
18-Oct		Business Systems Analyst
17-Oct		Sr. Sales Operations Associate (
16-Oct		Sales Operations Manager
13-Oct		Sales Operations Coordinator
12-Oct		Sales Operations Market Analyst
11-Oct		Senior Analyst, Revenue Operations
7-Oct		Sales Operations Analyst
6-Oct		
4-Oct		Senior Associate, Revenue and Strategy Operation
3-Oct		Customer Success Operations Data Analyst
3-Oct		Business Systems Analyst
2-Oct		Data Specialist - Retail
2-Oct		Sr. Strategy Sales Analyst.
2-Oct		Operations Analyst
2-Oct		Analytics Associate - Growth
1-Oct		Sr. Customer Success Operations Analyst
29-Sep		Revenue Operations Systems Analyst
29-Sep		Senior Digital Analyst
29-Sep		Revenue Operations Manager III
29-Sep		Revenue Operations Specialist opportunity
28-Sep		Senior RevOps Analyst
28-Sep		SR OPERATIONS ANALYST
28-Sep		Sales Performance Analyst II & Sr. Sales Performance Analy
28-Sep		Sales Operations Specialist
26-Sep		Senior Analyst
26-Sep		Sr. Sales Ops Analyst
26-Sep		Sr. Salesforce Business Analyst
25-Sep		Sales Operations Specialist
25-Sep		
22-Sep		Senior Analyst, Sales Operations
22-Sep		Growth Strategy Associate
22-Sep		Sales & Operations Planning Specialist.
22-Sep		Sales Operations Analyst
22-Sep		
21-Sep		Sales Operations Associate

21-Sep		Senior Commercial Operations Analyst
20-Sep		Sales Operations Analyst
20-Sep		Deal Desk and Finance Analyst II
20-Sep		
20-Sep		Sales Operations Analyst
19-Sep		Sales Operations Specialist
19-Sep		Senior Analyst, Sales Strategy and Operations
19-Sep		GTM Operations, Senior Analyst
18-Sep		Sales Operations Manager
18-Sep		Sales Operations Partner Advisor
16-Sep		Senior Sales Operations Analyst
15-Sep		Analyst, Customer Strategy & Operations
15-Sep		Customer Success Operations Analyst
14-Sep	80-100k	Sales Operations Associate
14-Sep		Senior Engagement Manager
13-Sep	62-94k	Sales Operations Specialist
13-Sep		Sales Operations Analyst
13-Sep		
13-Sep		Sales Operations Specialist
13-Sep		Revenue Operations Analyst
13-Sep		Key Account Manager
13-Sep		Sales Operations Analyst
12-Sep		
12-Sep		Business Analyst
12-Sep		Sales Operations Analyst
11-Sep		Order Operations Analyst
11-Sep		Sales Operations Business Analyst
9-Sep		Data Analyst, Revenue Operations
9-Sep		
8-Sep		Operations Controls Risk Analyst
8-Sep		Sales Strategy & Operations Analyst
6-Sep	45-50K	Sales Analyst
6-Sep		Associate Operations Analyst
5-Sep		Data Analyst, Revenue Operations
5-Sep		Customer Experience Operations Senior Analyst
5-Sep		Revenue Analyst
4-Sep		Junior Revenue Operations Analyst role
1-Sep		Analyst, Revenue strategy & operations
1-Sep		Sales Operations Analyst
31-Aug	68k+	Revenue Operations Analyst
31-Aug		Revenue Operations Analyst
31-Aug		Sales Operations Specialist
31-Aug		Senior Revenue Operations Analyst
30-Aug		Reporting Analyst
30-Aug		Senior Associate, Revenue Operations
30-Aug		Revenue Analyst
29-Aug		Revenue Operations Lead - Customer Success

29-Aug		Sales Analyst
28-Aug		Operations Analyst
28-Aug		Sales Operations & Compensation Analyst
28-Aug		Sr Salesforce Business Analyst
28-Aug		Strategy and Finance Analyst
25-Aug	60-70k	Sales Operations Associate
25-Aug		Analyst, Sales Strategy & Planning
23-Aug		Sr. Manager, Sales Strategy & Operations
22-Aug		Salesforce Operations Analyst
22-Aug		Lead Sales Operations Consultant -
22-Aug		
21-Aug		Sales Operations Specialist
21-Aug		Commercial Strategy Analyst
21-Aug		Senior Sales Operations Analyst
20-Aug		Sales Operations Analyst
18-Aug		
18-Aug		
18-Aug		Revenue Operations Manager
18-Aug		Sales Operations Analyst
18-Aug		Senior Customer Success Operations Analyst
17-Aug		Sales & Order Operations Specialist
16-Aug	100K	Sales Operations Analyst
16-Aug		Sales Operatoins Analyst
16-Aug		Sales Operations Specialist
16-Aug		Revenue Operations Analyst
16-Aug		Customer Success Analyst
16-Aug		
16-Aug		Contract Operations Analyst
15-Aug		
15-Aug		Sr. Sales Analyst
15-Aug		Sales & Order Operations Specialist -
15-Aug		Legal Operations Analyst
14-Aug	99-116k	Revenue Operations Specialist
14-Aug		Senior Associate, Revenue Operations
14-Aug		Sr Analyst, Financial Planning & Analysis
14-Aug		Sales Operations Associate
14-Aug		Deal Desk Analyst
14-Aug		Sales Operations Analyst
13-Aug		Revenue integrity analyst
13-Aug		Sales Operations Consultant
12-Aug		Sales Operations Specialist
12-Aug		
12-Aug		Revenue Operations Analyst
11-Aug		Channel Operations & Analyst
11-Aug		
11-Aug		
11-Aug		Sales Operations Manager
11-Aug		Sales Operations Specialist

10-Aug	86-106k	Senior Analyst, Revenue Operations
10-Aug		Sales Operations Manager – Data & Reporting
9-Aug	85-105k	Revenue Operations Specialist
9-Aug		Sales Operation Analyst
8-Aug		
8-Aug		
8-Aug		
7-Aug		Sales Operations Analyst
7-Aug		
7-Aug		Senior Sales Operations Analyst
7-Aug		Data Analyst
7-Aug		Sales and Client Operations Manager
4-Aug		Solar Market Intelligence Analyst
4-Aug		Sales Operations Specialist
4-Aug		Sales Operations Specialist
4-Aug		
4-Aug		
3-Aug		Sr. Sales Operations Specialist
3-Aug		Senior Renewals Sales Operations Analyst
3-Aug		
2-Aug		Sales Support Analyst
2-Aug		
2-Aug		
1-Aug		
1-Aug		Revenue Operations Analyst
1-Aug		Sales Operations Analyst
31-Jul		
31-Jul		Revenue Capture Analyst
31-Jul		Senior Analyst
31-Jul		
27-Jul		Operations Analyst
27-Jul		
25-Jul		
25-Jul		
24-Jul	60-70k	Sales Ops Analyst
24-Jul		Marketing and Sales Operations Analyst
24-Jul		Business Operations Analyst
21-Jul		
21-Jul		
19-Jul	60-80k	Sales Operations Analyst
19-Jul		CRM Specialist, Marketing & Growth Operation
19-Jul		Sr Analyst, Global Trade Ops - North America
18-Jul		Operations Analyst II
17-Jul	70+	Sales Operations Analyst
17-Jul		Revenue Operations Manager
17-Jul		Research Analyst
17-Jul		
14-Jul		

12-Jul		
12-Jul		Business Process Manager
11-Jul	70-90k	Revenue Operations Specialist
11-Jul	122-143K	Principal Revenue Operations Analys
11-Jul		Revenue Optimization Specialist
10-Jul	65-84	Aliance Operations Analyst
10-Jul		Revenue Ops Data Specialist
10-Jul		Sales Operations Analyst
8-Jul	60-80k	Revenue Operations Analyst
7-Jul	90-120	Revenue Operations Platforms Analyst
7-Jul		Analyst, Marketplace Operations
7-Jul		Senior Partner Sales Operations Specialist
6-Jul		Sales Operations Manager
5-Jul		Revenue Operations Analyst
5-Jul		Sales Operations Analyst
5-Jul		Sales Operations Analyst
3-Jul		
3-Jul		Sales Operations Specialist
3-Jul		Senior Pricing Analyst
3-Jul		Operations Analyst II
2-Jul	80-106	Revenue Operations Analyst
30-Jun	90-105k	Sales Operations Analyst
30-Jun		Financial Analsyt
30-Jun		Revenue Operations Manager
30-Jun		Sales Compensation Analyst
30-Jun		Advocacy and Customer Marketing Specialist
30-Jun		Sales Compensation Analyst
30-Jun		Data Analyst, Strategy & Operation
29-Jun		Revenue Operations Specialist
29-Jun		Growth Strategy & Analytics Analys
29-Jun		Sales Operations Analyst
29-Jun		Sr. Revenue Operations Analyst
28-Jun	85-100k	Sales Operations Analyst
27-Jun		
27-Jun		Senior Sales Operations Analyst
27-Jun		Revenue Operations Specialist
27-Jun		
26-Jun		
25-Jun		Sales Analytics Coordinator
24-Jun		Analyst, Sales Funnel
23-Jun		Sales Analyst
23-Jun		Sales Application Analyst
23-Jun		Data Operations Analyst
21-Jun	75-85k	Revenue Operartions Analyst
20-Jun		Sr. Sales Operations Analyst
18-Jun		
16-Jun	100-122k	Sales Operations Manager
16-Jun		RevOps + GTM Analyst

15-Jun		
13-Jun		Healthcare Business Analyst
13-Jun		
11-Jun		Sales Operations Analyst
9-Jun	90-110k	Sales Operations Manager
8-Jun	85-100k	Sales Operations Analyst
8-Jun		Senior Sales Analyst
8-Jun		Senior Sales Strategy & Operations Analyst
8-Jun		Business Analyst, Systems
7-Jun		Senior Analyst, Sales Operations & Strategy
7-Jun		
6-Jun		Revenue Operations Associate
6-Jun		Sales Operations Specialist
5-Jun		Data Analyst - Reporting and Analytics
5-Jun		Business Operations Analyst
5-Jun		Sr. Operations Analyst
3-Jun		Marketing Data Analyst
2-Jun		Territory Operations Analyst
2-Jun		Senior Business Operations Associate
2-Jun		Senior Operations Analyst
2-Jun		Marketing Data Analyst
2-Jun		Revenue Operations Lead
1-Jun	85k+	Sales Operations Manager
1-Jun		Sales Analyst
1-Jun		Senior Revenue Operations Associate
1-Jun		Sales Operations Assitant
31-May	80-100k	Customer Success Operations Analyst
31-May		Revenue Operations Strategy Manager
30-May	98-115k	Senior Business Operations Associate, Dispatch
27-May		
26-May		RevOps Analyst
25-May	107-131	Sr. Analyst, Marketplace Recruiting Operations
25-May		Sales Operations Manager
25-May		
24-May		
23-May	75-156k	Sales Operations Analyst
23-May	50-150k	Sales Strategy & Operations Analyst
23-May		
19-May		Sales Operations Analyst
17-May		Business Operations Analyst
16-May		
12-May		
11-May		Sales Operations Senior Specialist
9-May	94-144K	Senior Revenue Operations Analyst
5-May		Senior Revenue Operations Analyst
4-May	105-140k	Senior Analyst
4-May		
3-May	70k+	Sales Operations Analyst

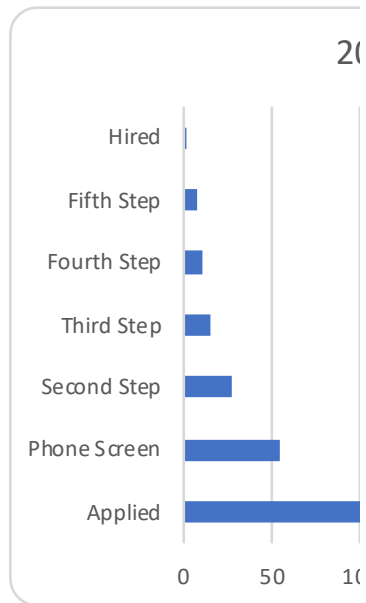
25-Apr		Sales Operations Analyst
25-Apr		Sr Operations Analyst
24-Apr	64-87k	Revenue Operations Analyst
24-Apr		Sales Operations Analyst
22-Apr		Revenue Operations Specialist
18-Apr	107-126k	Revenue Operations Specialist
18-Apr	100-120k	Business Operations Analyst
17-Apr		Business Operations
16-Apr	69-96k	Sales Operations Analyst
16-Apr		Operations Analyst role
16-Apr		Sales Operations Analyst
6-Apr	75-85k	Sales Operations Specialist
6-Apr		
6-Apr		Renewal Operations Analyst
3-Apr	75-95k	Sales Revenue Analyst
30-Mar	85-105k	Revenue Operations Specialist
28-Mar	107-132k	Senior Revenue Operations Data Analyst
28-Mar		Business Analyst
27-Mar	90-120k	RevOps Manager
27-Mar		Revenue Operations Manager
24-Mar	64-85k	Revenue Analyst
21-Mar		
20-Mar		Senior Strategy & Ops Analyst
20-Mar		GTM Strategy and Operations Manager
20-Mar		Sales Operations Analyst
17-Mar		Revenue Operations Analyst
16-Mar		Business Operations Analyst
16-Mar		Revenue Strategy & Operations Manager
15-Mar	90-110	
15-Mar	120-170	Strategy and Business Operations Manager
14-Mar	105-117k	Sr. Analytics
10-Mar		Revenue Operations Analyst
9-Mar	90-130k	Senior Revenue Analyst
9-Mar		Sales Operations Analyst
9-Mar		Sales Operations Analyst
9-Mar		Revenue Operations Manager
8-Mar	99-146k	Senior Sales Operations Analyst
8-Mar		Revenue Operations Analyst
7-Mar		Business Operations Analyst
7-Mar		Senior Analyst
7-Mar		Sales Operations Analyst
7-Mar		Sales Operations Analyst
7-Mar		Sr. Analyst
6-Mar	86-105k	Revenue Operations Analyst
6-Mar		Sales Operations Analyst
6-Mar		Senior Sales Operations Analyst
4-Mar		Sales Operations Analyst
3-Mar	80k+	Business Analyst, Systems

3-Mar	120-130k	GTM Analytics Associate
3-Mar		
2-Mar	Withheld	Sales Operations Analyst
2-Mar		Sales Operations Analyst
1-Mar	85-90k+	Sales Operations Associate
1-Mar		
1-Mar		Revenue Operations Analyst
1-Mar		Sales Compensation Strategy and Planning Analyst
28-Feb	160k	Sales Ops Manager
28-Feb	120-151k	Business Operations, GTM Analytics
28-Feb		Sales Operations Analyst
27-Feb	70-90k	Revenue Operations Data Specialist
25-Feb	65-80k? Need to as	Revenue Operations Associate
25-Feb		Revenue Analyst
24-Feb	105-148k	RevOps + GTM Analyst
21-Feb	75-90	Revenue Operations Analyst
21-Feb		Revenue Operations Manager
20-Feb		Revenue Operations Manager
17-Feb	95-120K	Revenue Operations Manager
17-Feb	80-82k	Revenue Operations Analyst
17-Feb	132-164k	Senior Analyst
17-Feb		Sales Operations Analyst
17-Feb		Sr Analyst, Business Operations
16-Feb		Sales Operations Analyst
15-Feb	86-102k	Revenue Operations Analyst
15-Feb	80-120k	Senior Sales Ops Analyst
15-Feb	120-140K	Renewal Operaons Analyst
15-Feb		Sales Operations Manager
14-Feb	60-80k	Revenue Operations Analyst
14-Feb	100-130k	Revenue Operations Lead
14-Feb		Revenue Operations Manager
14-Feb		Sales Operations Analyst
14-Feb		Sales Operations Manager
13-Feb	120K+	Revenue Operations Manager
13-Feb		Sr. GTM Analyst
11-Feb	88-98k	Sr. Analyst - Analytics & Insights
10-Feb	95-125k	Senior Revenue Operations Analyst
10-Feb	100-140k	Sales Operations Specialist
10-Feb	100-140k	Revenue Operations Manager
9-Feb	85-115k	Sales Operations Specialist
9-Feb		Customer Success Operations Analyst
8-Feb		Growth Strategy Analyst
8-Feb		Business Operations & Strategy Associate
7-Feb	80-121k	Sales Ops Manager
7-Feb	110K	Revenue Operations Manager
7-Feb		
7-Feb		
7-Feb		Revenue Operations Project Manager

7-Feb		
6-Feb		
1-Feb	110-120K	Renewal Operaons Analyst
1-Feb		
1-Feb		
1-Feb		
31-Jan	110K	Analyst, Revenue Analytics EMEA
30-Jan		
30-Jan		
30-Jan		
30-Jan		
28-Jan		
27-Jan		
26-Jan		
25-Jan		
24-Jan	65k	Renewal Operations Analyst
24-Jan		
23-Jan		
23-Jan		
22-Jan	\$87k - \$121k	Senior Sales Ops Analyst
20-Jan		
18-Jan	95-100k	RevOps Statagist
18-Jan		
17-Jan		
13-Jan		
12-Jan	\$98k - \$124k	Sales RevOps Analyst
11-Jan		
11-Jan		
10-Jan	60-80K	
3-Oct		Sales Operations Specialist
27-Oct		Data Analyst - Revenue Operations
1-Nov		Sales Operations Analyst, Reporting & Analytics
1-Nov		Business Process Analyst
9-Nov		

Note	Sal Low \$K	Sal High \$K	Sal Mid \$K
<i>ghosted ther</i>	100	100	100
	62	62	62

2023 Application Funnel	
Stage	Count
Applied	414
Phone Screen	55
Second Step	27
Third Step	15
Fourth Step	10
Fifth Step	8
Hired	2



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80 100 **90**

62 94 **78**

45 50 **47.5**

68 68 **68**

	60	70	65
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	100	100	100
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Didn't hear b	99	116	107.5
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