

Account Executive

JOIN PAYCHEX EUROPE

At Paychex Europe, we simplify payroll, HR and workforce management for businesses across Europe. We believe great results come from people who take ownership, share knowledge, challenge the status quo and treat colleagues and customers with honesty and respect. These behaviors shape our culture and reflect the values we live by:

Integrity, Respect, Partnership, Curiosity, Accountability and Service.

When you join our team, you can make a mark by helping us deliver solutions that make work easier for businesses and their employees.

Account Executive

We're looking for a high-performing Account Executive to own the full sales cycle for mid-market customers (50–250 employees). This is a true full-cycle role, where you'll be responsible for generating your own pipeline as well as converting inbound demand.

With no SDR support, this role requires someone who is equally comfortable prospecting outbound, qualifying inbound leads, and closing deals. Success in this role comes from strong ownership, disciplined pipeline management, and the ability to build trust with growing businesses.

Our Product:

Paychex Europe Payroll is a cloud-native payroll solution for companies in Germany that simplifies payroll operations through intuitive workflows, automated data validation, and role-based collaboration. Businesses can manage payroll independently or flexibly use integrated service levels – from selective support to full outsourcing – while open APIs and 100+ HR connectors enable seamless integration into existing system landscapes.

What you will do

- **Pipeline Generation (70%)** - Proactively build and manage your own pipeline through outbound prospecting (email, phone, LinkedIn, events, referrals). Develop creative outreach strategies to engage decision-makers and maintain consistent activity levels to meet pipeline generation targets.
- **Inbound Lead Conversion (30%)** - Qualify, engage, and convert inbound leads generated by marketing. Run structured discovery calls to understand customer needs, challenges, and goals, deliver tailored product demonstrations and presentations, guide prospects through the buying journey with clear next steps.
- **Sales Execution** - Own the entire sales process from first touch to close, build and manage a healthy, accurate pipeline in CRM. Forecast revenue with a high degree of accuracy and negotiate contracts and close deals that deliver mutual value.
- **Customer & Market Insight** - Develop a deep understanding of the mid-market segment and customer pain points, provide feedback to marketing and product teams based on prospect conversations, stay informed about industry trends and competitive positioning.

What will help you succeed

We encourage you to apply even if you don't tick every single box. The following experience and skills will help you succeed in this role:

- 3–5 years of experience in a closing sales role (SaaS or B2B preferred)
- Proven success in a full-cycle sales role, including outbound prospecting
- Fluent German (C1 or above), with the ability to confidently communicate with German-speaking clients in both written and spoken communication
- Experience selling to mid-market companies (50–250 FTE) is a strong plus

- Strong prospecting and pipeline generation skills (no reliance on SDRs)
- Excellent discovery, qualification, and closing skills
- Highly organized with strong pipeline and time management
- Resilient, self-motivated, and comfortable working autonomously
- Strong German skills (at least C1) to be able to

What we offer

- Flexible working hours and a team culture built on trust
- The opportunity to shape and influence the future direction of Paychex
- Real ownership and accountability, with the freedom to get things done without micro-management
- The chance to build and improve processes and systems from the ground up
- A growing, close-knit team where your ideas and contributions are valued

We value different perspectives and believe diverse teams make better decisions. If this role interests you and you can see yourself contributing to our team, we encourage you to apply!

For questions about the role, please do not hesitate to contact Lewis Fowler. Applications are reviewed continuously, and we look forward to meeting candidates who are excited about this opportunity.

Respect and partnership are at the heart of how we work together. We welcome applications from all qualified individuals, regardless of age, gender identity, ethnicity, sexual orientation, disability, religion or background. At Paychex Europe, we strive to create an inclusive environment where everyone can contribute and thrive. Our hiring decisions are based on skills, experience and potential.

Location: Hamburg (Hybrid)

Fulltime, 40 hours per week

PAYCHEX EUROPE

Paychex Europe delivers Payroll, HR, and Workforce Management solutions that simplify processes, save time, and provide insights that help businesses support their people and drive success. Built on over 50 years of expertise, our solutions adapt to changing needs — helping businesses run more efficiently, today and tomorrow.