# Sr. Business Technology Advisor

This role only seeks new clients, collaborates with clients for strategic roadmap development, mentorship of other team members, and facilitates account transition to internal Business Technology Managers within 12 months of new client acquisition. Additionally, as a senior position at Mytech this role is approved to sell into accounts that have their own internal IT personnel, as they have the experience to navigate these more complex environments.

## 2019 Compensation Plan Overview:

Base Salary – Will vary based on total MRR supported and will range from $60,000 to $100,000, and adjusted annually as a ratio of total MRR contribution.

Commission for Project Services Revenue: 10%

Commission for Product/Recurring Product Gross Margin: 20%

### Quarterly Bonus:

To be eligible for quarterly performance bonus’ three key criteria must be met: 1) 90%+ completion of Quarterly Business Review meetings/deliverables to clients; and 2) completion of your defined quarterly plan; and 3) Effective and accurate use of Opportunities and Activities. Quarterly bonuses when earned are measured at the end of each calendar quarter and paid in the first month after the end of a quarter.

* Attainment of Project Services Revenue of 20%+ (as a percentage of MRR/QRR) = 5% Bonus on Revenue
* Attainment of Product/Recurring Gross Margin of 20%+ = 5% Bonus on Product Gross Margin

### Annual Bonus:

Annual bonuses if earned are paid in the month of January after the completion of a calendar year.

* Attainment of Project Services Revenue of 20%+ (as a % of ARR) = 50% of any bonus missed from one of the current calendar year’s previous quarter. i.e. If in Q2 there is less than 20% project services as a % of MRR where the bonus was missed, if at the end of the year you are able to attain 20%+, then we will pay back half (2.5%) of the bonus from missing the target in a previous quarter (same calendar year only).
* Attainment of Product/Recurring Gross Margin of 20%+ = 50% of any bonus missed from one of the current calendar year’s previous quarter. i.e. If in Q2 there is less than 20% product gross margin where the bonus was missed, if at the end of the year you are able to attain 20%+, then we will pay back half (2.5%) of the bonus from missing the target in a previous quarter (same calendar year only).
* Attainment of Project Services Revenue of 25%+ (as a % of ARR) = 3% Bonus on Project Services Revenue

### New Client Signing Bonus:

* Reference “New Client Signing Bonus Program” document for Business Technology Advisor.

### Annual Revenue & Performance Goals:

* Managed Services Revenue Retention 100%
* Project Services Revenue Sold =20%+ of ARR
* Gross Margin on Product/Hosted Services = 20%+
* Completion of Quarterly Business Review meetings/deliverables to Clients – 100%
* NEW Client Managed Services = $30,000+