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Job Title: Head of Sales – Carbon Markets

Department: Commercial Sales

Reports To: Chief Executive Officer (CEO)

Job Type: Full-Time, Exempt

Location: Remote, U.S. based

Start Date: January 2026

Who We Are

At Rebellion Energy Solutions we are ensuring that social and environmental value is included in our nation's energy equation. With over 120,000 abandoned or orphaned oil and gas wells nationwide, we are committed to bringing energy, environment, and markets together to drive responsible completion of the oil and gas well lifecycle on behalf of all our neighbors.

Using carbon markets, we are incentivizing the clean-up of orphan wells and providing a platform for investment in sustainability. We are committed to decommissioning legacy oil & gas wells properly and restoring lands with pride of ownership and a legacy of health and beauty for future generations.

About the Role

The opportunities ahead for orphan well clean-up and land restoration at scale are extraordinary. As Rebellion Energy Solutions expands its impact, we are seeking a Head of Sales to build and lead the commercial sales function that turns market interest in carbon credits into lasting climate solutions.

Reporting directly to the CEO, this leader will design and execute Rebellion's carbon credit sales strategy—balancing near-term spot sales with large-volume, multi-year transactions that fund the safe plugging of orphan wells and the restoration of communities and ecosystems. As the senior member of the commercial sales team, the Head of Sales will own the full sales cycle for large-volume opportunities, including hands-on outreach, relationship building, proposal development, negotiation, and end-to-end deal execution.

This senior leader will be responsible for all carbon credit revenue generation, developing scalable go-to-market plans and driving pipeline performance across both direct corporate buyers and intermediary brokers. They will serve as the primary closer for enterprise and broker-driven transactions while partnering closely with the Sales Associate on top-of-funnel activity and spot sales. The role will also be supported by a Sales Coordinator, who will provide administrative and operational support across the customer journey.

The ideal candidate combines a proven record in high-value B2B or commodity sales with a passion for sustainability and environmental justice. Entrepreneurial by nature, they are energized by the challenge of building a sales organization from the ground up and translating



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Rebellion’s innovations—our patented well-plugging process, rigorous verification standards, and community-centered approach—into measurable revenue and real-world impact.

This role will formally establish the sales function as a standalone commercial vertical within Rebellion, bringing disciplined execution, operational rigor, and long-term market expansion.

Responsibilities:

- **Sales Leadership and Strategy**
 - Own Rebellion’s go-to-market and sales closing strategy for carbon credit offerings.
 - Lead the design and execution of Rebellion’s carbon credit sales strategies.
 - Own revenue performance, pipeline management, and forecasting across all buyer segments.
 - Develop and implement scalable sales processes, metrics, and infrastructure to support predictable, long-term revenue growth.
 - Provide monthly, quarterly, and annual forecasts and performance analyses to the CEO, Board, and executive team.
 - Monitor market, policy, and economic trends to proactively refine strategy and pricing models.
- **Sales Execution and Pipeline Management**
 - Act as Rebellion’s senior sales closer, personally leading negotiations and end-to-end deal execution for high-value and large-volume transactions.
 - Maintain an active, balanced pipeline of corporate buyers and brokers.
 - Inherit and advance an established pipeline developed by the Marketing team, with opportunities expected to convert in the first 3–6 months.
 - Ensure disciplined CRM management and accurate forecasting; establish and enforce KPIs tied to conversion rates, cycle times, and revenue predictability.
- **Team Leadership**
 - Build, lead, and mentor a high-performing sales team, beginning with the Sales Associate and Sales Coordinator and expanding as the company grows.
 - Establish sales goals, KPIs, accountability systems, and performance expectations.
 - Provide coaching, feedback, and support to ensure individual and team success.
 - Foster a collaborative, mission-driven, and results-oriented culture.
- **Cross-Functional Collaboration**
 - Partner with Sales Associate to ensure top-of-funnel outreach aligns with sales goals.



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- Work with Operations, Finance, Data, and Project Development teams to structure high-integrity proposals and align project delivery, credit issuance, and inventory availability with sales commitments.
- Collaborate with Marketing to align messaging, campaigns, and client communications that support lead nurturing and conversion.
- Drive collaboration and alignment across departments to ensure interdisciplinary problem-solving and unified commercial execution.
- **Market Development and Strategic Partnerships**
 - Identify, cultivate, and manage strategic partnerships with carbon brokers, exchanges, investment platforms, and corporate climate initiatives.
 - Track voluntary carbon market dynamics, regulatory changes, and competitor activity to inform pricing, positioning, and go-to-market strategy.
 - Represent Rebellion at major U.S. and international carbon market events, convenings, and industry forums.

This position requires regular travel domestically and internationally, attending conferences, client meetings, site visits, etc.

Success Metrics in Year 1

- Achieve approximately \$20M in new, qualified carbon credit sales by the end of 2026.
- Convert an agreed upon percentage of active pipeline into closed revenue.
- Secure 3 new long-term corporate accounts to support our future project development pipeline.

Because we know that the nature of the work that we do requires charting a new path and shifting a legacy culture within the oil and gas industry, we also value transferable skills from complementary industries and lived experiences that have offered a training ground for developing the competencies needed to excel on our team and in this role. The successful candidate for this role will have a mix of the following qualifications, competencies and commitment to our core values:

Qualifications:

- A passion for environmental justice and sustainability and desire to help chart a course in an emerging field.



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- 5–10 years of experience in B2B sales, business development, or brokering, ideally within carbon, energy, commodities, or sustainability markets.
- Proven success developing and implementing strategic sales plans that lead to closing high-value, complex deals (e.g., \$10M+ range) with corporate clients and/or intermediaries.
- Established relationships within the voluntary carbon market (VCM), sustainability, or ESG ecosystem.
- Deep understanding of VCM dynamics, pricing, and frameworks (e.g., American Carbon Registry (ACR), VCS, GHG Protocol).
- Strong analytical, financial modeling, and negotiation skills.
- Experience managing CRM platforms (preferably Salesforce) and leveraging data for decision-making.
- Exceptional communication and interpersonal skills, with the ability to build relationships and influence stakeholders at all levels.
- Strong leadership skills with the ability to empower, motivate, and maintain accountability amongst a team of geographical disbursed staff.
- Excellent analytical and problem-solving abilities, with a data-driven approach to decision-making.
- Experience managing budgets and allocating resources effectively.
- Proven experience building or scaling a sales organization and managing a revenue vertical or P&L.
- Adaptable and able to thrive within a small, scaling business in an emerging industry.
- Knowledge of, or desire to develop an understanding of, the oil and gas industry and Rebellion's unique approach to responsible completion of the oil and gas well life cycle.

Key Competencies:

- Emotional Intelligence & Relationship Building: Builds trust and rapport with diverse stakeholders across buyer and partner ecosystems and effectively develops and manages relationships over time.
- Sales Execution: Expert at converting complex technical solutions into tangible commercial outcomes.
- Strategic Vision: Aligns near-term revenue goals with long-term business strategy.
- Interdepartmental Collaboration: The ability to collaborate with other teams and communicate insights to stakeholders.
- Integrity: Upholds Rebellion's commitment to transparency, verification, and community impact.
- Adaptability: Thrives in a fast-paced, entrepreneurial environment with evolving market conditions.



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- Executive Ownership Mentality: Operates as an executive owner, accountable for both commercial results and team performance.

Core Values:

We are guided by our core values. As we evolve as an organization, we seek to help you live these values daily.

- **Rebellious Individuality:** Our work culture encourages you to bring your true self to the table.
- **Authentic Communication:** We nurture an open and honest team environment that allows you to share transparently in the spirit of collaboration and problem-solving, while also holding space and listening to others with the intent of understanding and finding common ground.
- **Unlimited Collaboration:** The issues we seek to solve are often layered and impact communities. To find sustainable and just solutions, everyone is welcome, always.
- **Creative Thinking:** Working in an emerging industry, it is essential that you are comfortable being uncomfortable.
- **Genuine Solutions:** Don't focus on why we can't, rather on finding a way we can.

Compensation and Benefits

The compensation for this full-time, exempt position starts at an annual base salary of \$170,000, with the final offer dependent on expertise, years of experience, and a verifiable track record of results. This role is also eligible for a performance-based incentive structure tied to closed sales and revenue growth. This compensation is accompanied by a comprehensive benefits package including vacation/sick leave, medical/dental/vision insurance, and 401k matching.

How to Apply

If your skills, knowledge, experience, and passion for environmental justice and sustainability align with the qualifications, competencies, and values shared above, we invite you to share your interest in this exciting opportunity.

Even if you don't "check all the boxes" above, we want to hear from you! We value the lived experiences and transferable skills that you feel make you an excellent candidate for this role and welcome the opportunity to learn more about them.

Complete our online application and submit your resume [here](#). We look forward to hearing from you!

Rebellion Energy Solutions is an equal opportunity employer, committed to nurturing a diverse, equitable and inclusive work environment that respects, values and incorporates what makes us individually unique and collectively strong. All applicants will be considered for employment



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without attention to race, color, national origin, ancestry, religion, age, sexual orientation, gender identity, familial status, marital status, military or veteran status, or disability status in accordance with applicable federal, state and local laws.