

# Launch your Tech Sales Career

## Why Join the Confluent SDR Team?

### Proven Career Growth & Development

Access to the Summit Program, our training and development program. Being an SDR at Confluent is so much more than making dials! From the day you join the team, you'll set foot on an enablement path to set you up for success as an SDR and the next step in your career journey.

### Learn Cutting Edge Technology

Live and breathe data streaming! Confluent created an entire new category in the industry. Being a part of the SDR team here, will allow you to build confidence and learn the acumen you need to sell in this space.

### Make a Difference as part of a Winning Team

As an SDR at Confluent you'll have endless challenges and opportunities. Confluent is a high growth company. Our global SDR organization is a big part of that growth. Our #oneteam culture allows you to step outside of your individual contributions, learn from others across the globe, and make a broader impact.

## Hiring Process

The interviews are competency-based meaning you will have a set of behavioral questions asked throughout the interview to assess Communication, Sales DNA and Technical Acumen.

**Step 1:** Hiring Manager Interview

**Step 2:** Collaboration + Additional Management Interview

**Step 3:** Director Interview + Role Play

## SDR Summit Program

The SDR Summit Program is a phased approach to training and enablement that guides you from SDR to AE and beyond. Building the foundations for success as an SDR and preparing you for the next steps in your tech career, the objective of Summit is to accelerate your success and your career growth.

- 1. Vision:** Provide all SDRs with an onboarding, enablement, and development program aligned to the full lifecycle of an SDR from grad to AE-promote.
- 2. Goal:** Develop world-class SDRs and future Account Executives who are expert prospectors, and fully steeped in the Confluent Go-to-Market strategy.

### Breakdown of Summit Program phases:

- 1. Base Camp:** Month 0-3 - Onboarding
- 2. Elevate:** Month 3-12+ - Ongoing SDR Excellence and Enablement
- 3. Peak:** Month 12+ - The Outbound SDR to Account Executive Readiness Program

## Hear From SDR Managers on what they look for in a potential candidate



**Ryan Beddall**  
SDR Manager, Australia

I look for candidates who possess excellent communication skills, a strong work ethic, and a tenacious attitude. Candidates who demonstrate curiosity and coachability are highly valuable as they are more likely to learn and adapt on the fly. Importantly, a good SDR should have a strong attention to detail and the ability to handle rejection and navigate objections with resilience.



**Dawn Tran**  
Sr. Inbound SDR Manager, Americas

When considering candidates for the SDR role, I'm looking for individuals who are motivated by a clear sense of purpose and committed to delivering exceptional customer experiences. As the first point of contact with potential clients, SDRs play a critical role in shaping our company's image, and having team members who aspire to serve as trusted advisors is essential.



**Erica Zaretsky**  
Outbound SDR Manager, Americas Enterprise

When looking for best in class SDR candidates, I look for individuals who embody a few key super powers: self-advocacy, comfortability in uncomfortable situations, and a peer champion. I believe these key characteristics and strengths embody an individual to break the mold and become a force multiplier in the SDR role. To be able to self advocate and speak to your idea's as well as their ambition, coupled with promoting our peer culture, truly sets you up for success in becoming a trailblazer.

**Apply Now!**  
[View Open Positions](#)