

Justin Rizzo

Enterprise Sales Leader & Strategic Seller · Applied AI

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SUMMARY

Enterprise sales leader and strategic seller with 15+ years in enterprise technology sales, including SaaS and subscription platforms. I grow named accounts into multi-year, seven-figure relationships, sell to C-suite executives (CEOs, CTOs, CHROs) and VPs across staffing, product and technology, and lead sellers as a player-coach. Three consecutive President's Clubs, then promoted to Associate Director and Regional VP. I also design and govern applied AI systems hands-on, and teach commercial teams to adopt them.

KEY RESULTS

- Closed multiple seven-figure, multi-year agreements (the largest over \$2M in total contract value) by restructuring and expanding inherited accounts
- At one point managed 4 of Dice's top 10 accounts, including the #1 and #2
- President's Club 2020 (139% of quota), 2021 (112%), 2022 (120%)
- Promoted to Associate Director (player-coach to 9 sellers, ~\$30M portfolio at peak), then Regional Vice President (4 reports, ~\$18M)
- Leadership Circle 360: 77th percentile leadership effectiveness, as rated by others
- Architected R.E.P.S., a governed AI sales-intelligence architecture; its deployed research workflow helped save a top-10 account

EXPERIENCE

DHI Group (NYSE: DHX) · Dice · ClearanceJobs

Apr 2014 – Oct 2026

Associate Director of Sales, SRC

Jun 2025 – Oct 2026 · Boynton Beach, FL · Remote

- Returned to the player-coach seat for Dice's Staffing, Recruitment & Consulting (SRC) group after a company-wide restructure eliminated the RVP role (DHI cut ~25% of headcount, June 2025)
- Owned quota, forecast and seller development while continuing to manage major enterprise relationships
- Architected R.E.P.S. and shifted team coaching toward AI-assisted account research
- Position eliminated September 2026

Regional Vice President, Sales Account Management

Mar 2025 – Jun 2025 · Boynton Beach, FL · Remote

- Promoted to lead four direct reports and a ~\$18M portfolio; role eliminated in the June 2025 company-wide restructure

Associate Director, Account Management (Enterprise, SRC)

Feb 2023 – Mar 2025 · Boynton Beach, FL · Remote

- Player-coach to nine Strategic National Sales Executives across two national teams and a ~\$30M portfolio at peak
- Set quotas, ran forecasting and weekly one-on-ones, and partnered with cross-functional teams
- Renewed and managed Dice's two largest revenue accounts in 2024

National Account Executive, Enterprise

Apr 2014 – Jan 2023 · San Francisco → San Jose → Boynton Beach, FL

- Managed a \$4–5M enterprise book across national IT staffing firms, federal contractors and Fortune 500 tech
- Restructured inherited accounts onto multi-year agreements negotiated with CEOs, CTOs, CHROs, SVPs and procurement
- Expanded horizontally into new divisions and sister companies, landing new logos inside established parents
- Closed multiple seven-figure, multi-year agreements and, at one point, managed 4 of Dice's top 10 accounts, including the #1 and #2
- Sold usage-based pricing (per click, view and job) alongside subscription contracts
- President's Club 2020, 2021 and 2022
- Selected for the Unicorn Project: in-person coverage of ~1,000 of Silicon Valley's fastest-growing startups
- Ran C-suite QBRs and represented Dice at dozens of industry trade shows

CareerBuilder

Oct 2010 – Mar 2014

Major Account Executive, Enterprise

Aug 2012 – Mar 2014 · Phoenix / Scottsdale, AZ

- Double promotion to the Major Accounts team; managed a \$1.2M book across 43 accounts at ~38% average YoY growth
- President's Club; recruited to Dice by Dice executives

Account Manager, Mid-Market

Jun 2011 – Jul 2012 · Chicago, IL

- Vice President's Club

Inside Sales Account Manager

Oct 2010 – Jun 2011 · Chicago, IL

- 100% new-business role; Vice President's Club

Earlier

Outside Sales (door-to-door), Green Energy Solutions · Summer 2009 · Atlanta, GA

Co-owner & General Manager, Neighborhood Coffee · 2006 – 2007 · Boca Raton, FL

APPLIED AI

- **R.E.P.S. — Repeatable Enterprise Processes for Sales** (Dice, 2025–2026): Architected a governed ~35-module AI sales-intelligence architecture with explicit data boundaries and built-vs-designed controls; its deployed research workflow was used regularly to support enterprise account research and helped save a top-10 account.
- **Atlas** (Dice, 2026): Built an AI-assisted research workflow that synthesized and normalized findings across ~95 public sources into a usable benchmark framework.
- **H.O.M.E. — House of Minds Emerging** (Personal, 2026): Building a local-first personal AI operating system designed to coordinate agents, memory, tools and scheduled workflows under explicit policy and permission controls; 30 specialized roles mapped, live components running today, and the governance layer stress-tested across 57 adversarial scenarios.
- **Talks** (SKO 2026 · 2022 Masterclass): Built and led the AI for Sales session for the entire sales org; built and co-presented the APIs & Integrations session.

SKILLS

Sales: Strategic & named-account management, renewals & expansion, multi-threaded C-suite selling, procurement & negotiation, usage-based pricing, forecasting, MEDDIC, Sandler, Challenger

Leadership: Player-coach leadership, quota design, one-on-one coaching, sales training, SKO speaking

Applied AI: Multi-model & multi-agent workflows, AI governance & data boundaries, adversarial testing, prompt & workflow design, local-first AI, MCP integrations

Tools: Salesforce, Tableau, Claude, Claude Code, ChatGPT, OpenAI Codex, Perplexity

EDUCATION

Indiana University of Pennsylvania · B.S., International Business (Marketing & Spanish) · 2010

Universidad de Alicante, Spain · Study abroad: Spanish language & EU business · 2009

Florida Atlantic University; California University of Pennsylvania · Mechanical engineering coursework, no degree; national engineering competition awards · 2003 – 2007

Languages: English (native), Spanish (limited working), Punjabi (basic) · Work authorization: U.S. citizen; no U.S. sponsorship needed