

CITY OF NEW YORK
COMMISSION ON HUMAN RIGHTS

In the Matter of the Complaint of:

THE NEW YORK CITY COMMISSION ON
HUMAN RIGHTS,

VERIFIED COMPLAINT

Complainant,

Complaint No. M-E-Q-25-155072

— against —

CYERA US INC.,

Respondent.

NATURE OF THE ACTION

The New York City Commission on Human Rights (“Commission”) brings this action against Respondent Cyera US Inc. for violating § 8-107(32) of the Administrative Code of the City of New York, the New York City Human Rights Law (“NYCHRL”). As of November 1, 2022, the NYCHRL requires employers in New York City to include a good faith salary range for every job, promotion, and transfer opportunity advertised. The Commission alleges as follows:

JURISDICTION AND VENUE

The Commission initiates this Complaint pursuant to NYCHRL § 8-109(c). The effects of the alleged unlawful policies and practices described in this complaint occurred in the City of New York.

PARTIES

1. The Commission’s address is 22 Reade Street, New York, NY 10007.
2. Respondent Cyera US Inc. is an employer as defined by NYCHRL § 8-102 and, upon information and belief, employs four (4) or more employees. Respondent’s address for service of process is Cyera US Inc., c/o MWE Corporate Services, LLC, 1000 North West Street

Suite 1400, Wilmington DE, 19801. Its business address is Cyera US Inc., 500 7th Avenue, New York, NY 10018.

FACTS

3. Respondent maintains a careers page on its website, <https://www.cyera.io/> (“Jobs Site”).

4. As of January 31, 2025, at least five listings on the Jobs Site for positions in New York City or containing work to be performed in New York City did not display salary ranges. These include: HR Business Partner, Sales Operations Manager – East, Sales Engineer – NY Metro, Sales Engineer – Commercial, and Account Executive – Commercial. *See* Exhibit A (Jobs Site 1-31-25 screenshots).

CHARGE I

5. Complainant incorporates and realleges paragraphs 1 through 4 of this Complaint as though fully set forth herein.

6. The Commission charges that Respondent has unlawfully discriminated against job applicants by failing to include a salary range in job listings for positions in New York City currently on its Jobs Site, in violation of § 8-107(32) of the NYCHRL.

PRAYER FOR RELIEF

WHEREFORE, the Commission respectfully requests judgment against Respondent as follows:

a) Declaring that Respondent’s acts, practices, and omissions complained of herein violate the NYCHRL;

b) Directing Respondent to make all necessary modifications to its policies, practices, and procedures to comply with NYCHRL;

- c) Directing Respondent to train all management, agents, and employees on NYCHRL;
- d) Directing Respondent to engage in affirmative relief, including anti-discrimination training, policy revisions, posting and notice to employees, and monitoring.
- e) Awarding such other and further relief as the Commission deems just and proper.

Katherine Carroll, being duly sworn, deposes and says:

I am the Deputy Commissioner of the Law Enforcement Bureau of the New York City Commission on Human Rights, the Complainant herein; I have read the foregoing Complaint and know the content thereof; the same is true of my own knowledge, except as to the matters therein stated on information and belief; and, as to those matters, I believe the same to be true.

Dated: New York, NY
August 29, 2025



Katherine Carroll
Deputy Commissioner
Law Enforcement Bureau
New York City Commission on Human Rights
22 Reade Street, 3rd Floor
New York, NY 10007

Exhibit A

HR Business Partner

HR ·  NYC · Full-time

Description

WHO WE ARE

Come join the company reinventing data security, empowering businesses to realize the full potential of their data. As the leading data security platform purpose-built for the cloud era, Cyera's mission is to reinvent how businesses secure data, enable agile collaboration, and boldly pursue new business opportunities. Trusted by security teams at leading global businesses, our team is proving that data security is the next big thing in cyber. Backed by the world's leading investors and working with a large and growing list of Fortune 1000 companies, we are looking for world-class talent to join us as we usher in the new era of data security.

THE OPPORTUNITY

As an HRBP, you will play a vital role in partnering with our Cyera employees to bring a best-in-class work experience to the table. You will work closely with the HR Director in strategically partnering with leaders across the US, Canada, and EMEA to leverage your skills in coaching, employee relations, and talent development to help enable the growth of a developing business partner program. This role is perfect for someone who is agile, understands dynamic partnerships, can be a trusted advisor, and has a passion for enabling people to bring their best selves to work.

RESPONSIBILITIES:

Driving Talent Management and Development

- Focus on nurturing, growing, and retaining top talent to ensure team and organizational success in a fast-paced, dynamic environment.
- Partner with managers to identify high performers and future leaders.
- Design and implement career development plans, mentorship programs, and learning opportunities.
- Facilitate discussions around role clarity, promotions, and succession planning.

Scaling and Supporting a Global Company Culture

- Champion a global culture that reflects Cyera's values, fosters innovation, and drives engagement and accountability in a high-growth environment.
- Act as a culture leader, ensuring the team feels connected to the mission, especially during rapid change.
- Partner with the broader HR team to create unique culture-programs to support a growing business that's spread across the globe.
- Partner with managers to create team norms that align with company culture while driving collaboration and performance.

Coaching and Enabling Leaders

- Equip Cyera people leaders with the tools, frameworks, and support they need to lead effectively in a fast-moving environment.
- Provide guidance on managing performance, handling tough conversations, and motivating their teams.
- Act as a sounding board for leadership challenges and help managers refine their leadership style.
- Deliver training on people management topics, from giving feedback to navigating difficult employee situations.

Leading Performance Management

- Partner with managers to ensure an effective and streamlined approach to performance management that drives accountability and growth.
- Manage the performance review cycle, ensuring alignment with company goals and timelines.
- Help managers set and communicate clear performance expectations.
- Support conversations around underperformance, improvement plans, and performance-based decisions.

Employee Relations and Change Management

- Act as a trusted advisor and mediator to maintain a productive and engaged workforce.
- Address employee concerns, conflicts, or issues with a balanced approach that supports both the individual and the business.
- Provide guidance on navigating organizational changes, such as hiring at scale, role shifts, or process and policy updates.
- Be a proactive advocate for employees by bringing their voice to leadership and recommending changes to enhance engagement or efficiency.

HR Program Development

- Work with the full HR team to create excellence in our programs and initiatives globally.
- We move as one team - this role would be a new voice expected to jump in and contribute in a team environment that doesn't care about hierarchy or ego, but can move fast and care about the work outputs we do.

Requirements

REQUIRED QUALIFICATIONS:

- Bachelor's degree in Human Resources, Business Administration, or a related field preferred.
- 5+ years of experience in an HRBP role (start-up experience is a **huge** plus).
- Familiarity with data security or tech industry is an advantage.
- Knowledge of HR Compliance, Employment Laws, and HR Best practices for a distributed US workforce.
- Ability in working with all levels of leadership
- Experience working in a global environment
- Familiarity with HR Compliance & Laws in EMEA and Canada a plus.
- Proficiency in HR technology with a constant growth-mindset For context, we use HiBob, Sequoia, Deel, Remote, Notion, Comeet, Monday, Checkr, and more!
- Strong organizational skills and attention to detail, with the ability to handle multiple priorities simultaneously.
- Effective written and verbal communication skills.
- A strong track record of partnership resulting in trust-based relationships
- A proactive, service-oriented mindset, with the ability to collaborate with team members across departments.
- Basic understanding of data privacy principles and the importance of maintaining confidential information.

COMPENSATION INFORMATION:

In addition to a standard benefits and equity package, we offer a generous salary. Final compensation will vary based on seniority and relevance of experience, location, and position requirements. This role may be eligible for potential merit increases based on factors such as individual or company performance, time in role, and other discretionary factors.

BENEFITS - Why Cyera?

- Ability to work remotely, with office setup reimbursement
- Competitive salary
- Unlimited PTO
- Paid holidays and sick time
- Health, vision, and dental insurance
- Life, short and long-term disability insurance

APPLY FOR THIS JOB

Employee at Cyera?

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WhatsApp icon

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Sales Operations Manager - East

Sales · 📍 NYC · Full-time

Description

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THE OPPORTUNITY

Cyera is looking for an individual contributor Sales Operations Manager to join our Revenue Operations team, supporting our Enterprise sales organization as a high-level individual contributor. SOMs work directly with field leadership teams, providing timely analytics and business insights to drive successful performance against established business metrics. We are trusted business advisors that serve as critical members of our field organizations, driving operational rigor, go-to-market planning and execution, and business processes to support a fast-paced hyper-growth sales team. The ideal candidate will have a background in end-to-end sales operations, with an ability to support decision-making through data and analytics, and leveraging the tech stack to deliver real-time business insights and reporting. You will be able to effectively communicate with executive leaders to inspire change and performance to company targets.

RESPONSIBILITIES:

- Work as a key member of the Sales leadership team, providing timely sales analytics including weekly pipeline analysis, forecasting, and sales results.
- Drive business change by developing a keen understanding of the business, identifying core focus areas through data-driven insights, and building trust with business partners.
- Partner with the field to craft and establish GTM strategy, own the modeling and implementation of sales territories and quota setting.
- Actively identify operational issues and design solutions to make business flow better for the sales teams.
- Work closely with other SOMs to share knowledge, methodologies and facilitate standardization across the field organization.
- Support deal approvals, structuring, modeling, and proposals to customers.
- Support the sales compensation plan and monthly commission payments cycle.
- Support the Sales tech tool stack and system administration.
- Support onboarding and sales enablement.

Requirements

REQUIRED QUALIFICATIONS:

- Bachelor’s degree in business, finance or related field.
- Broad business acumen and strong influencing skills.
- Demonstrable experience in SaaS pricing, deal modeling and structuring, and contract management.
- At least three years of experience working in an enterprise SaaS company, with a strong preference for early-stage companies.
- 5+ years related work experience in Sales, Sales Operations, Sales Strategy, Go-to-Market or interlinked functions, ideally in the software industry.
- Strong planning, organizational, and multitasking skills.
- Ability to turn data into insights and actions.
- A problem solver with the ability to identify solutions to complex business issues.
- Must be self-managed, responsive, and able to work in an ambiguous, fast-paced, and remote-first environment.
- Intellectual curiosity, hands-on mentality, and phenomenal attention to detail.

COMPENSATION INFORMATION:

In addition to a standard benefits and equity package, we offer a generous salary. Final compensation will vary based on seniority and relevance of experience, location, and position requirements. This role may be eligible for potential merit increases based on factors such as individual or company performance, time in role, and other discretionary factors.

BENEFITS - Why Cyera?

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APPLY FOR THIS JOB

Employee at Cyera?



Sales Engineer - NY Metro

Sales ·  NYC · Full-time

Description

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THE OPPORTUNITY

As a high performing Sales Engineer or Senior Sales Engineer, you will work with our prospects and clients to craft enterprise-wide cloud data security and data risk management solutions. This is a consultative role with deep analytical and business process skill sets and the ability to create insightful solutions using Cyera’s technology.

RESPONSIBILITIES:

- Drive incremental revenue through large, complex sales opportunities that maximize Cyera’s capabilities and integrated value proposition
- Identify client business issues and desired outcomes and architect an information availability solution that utilizes all of Cyera’s products and services
- Deliver, manage, and run proof of values (PoV’s) and Use Case Demos (UCD) on customer sites, consult with key executive stakeholders, and drive sales via technical demonstrations
- Manage internal resources via cross-functional communication and support sales drive to build a sustainable, repeatable business model
- Act as the technical point of contact for the growing Cyera partner channel and represent Cyera at marketing events

Requirements

REQUIRED QUALIFICATIONS:

- Previous Cloud, TDR, CASB, DLP or data security experience in a Sales Engineer, Solutions Architect, or similar technical sales role.
- Strong knowledge in one of the three major cloud provider environments related to roles/permissions/API (AWS and/or Azure preferred).
- Fundamental network & database experience.
- Strong understanding of data storage types and basic understanding of encryption techniques and key management, cloud IAM, and network design/engineering/protocol.
- Fundamental understanding of: ML/AI, Data Regulatory Frameworks, Privacy and Data Retention programs.
- Excellent communication, presentation, and interpersonal skills, with the ability to convey complex technical concepts to both technical and non-technical audiences.
- Knowledge of SFDC and opportunity tracking.
- Results-oriented mindset and desire to thrive in a hyper-growth startup environment
- Strong problem-solving skills and the ability to think creatively to address customer challenges.
- Ability to travel up to 50% within assigned territory.

Desired Certifications (one or more with higher level being the most preferred):

- AWS Certified Cloud Practitioner - Foundational or Microsoft Certified Azure Fundamental
- AWS Solution Architect - Associate or Professional
- AWS Cloud Security Engineer or Architect
- Azure Administrator Associate
- Azure Security Engineer Associate
- Azure Solutions Architect
- CCSP - Certified Cloud Security Professional

COMPENSATION INFORMATION:

In addition to a standard benefits and equity package, we offer a generous salary. Final compensation will vary based on seniority and relevance of experience, location, and position requirements. This role may be eligible for potential merit increases based on factors such as individual or company performance, time in role, and other discretionary factors.

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APPLY FOR THIS JOB

Employee at Cyera?



Sales Engineer - Commercial

Sales · 📍 NYC · Full-time

Description

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THE OPPORTUNITY

As a high performing Sales Engineer for our Mid-Market team, you will work with our prospects and clients to craft enterprise-wide cloud data security and data risk management solutions. This is a consultative role with deep analytical and business process skill sets and the ability to create insightful solutions using Cyera's technology.

RESPONSIBILITIES:

- Drive incremental revenue through large, complex sales opportunities that maximize Cyera's capabilities and integrated value proposition
- Identify client business issues and desired outcomes and architect an information availability solution that utilizes all of Cyera's products and services
- Deliver, manage, and run proof of values (PoV's) and Use Case Demos (UCD) on customer sites, consult with key executive stakeholders, and drive sales via technical demonstrations
- Manage internal resources via cross-functional communication and support sales drive to build a sustainable, repeatable business model
- Act as the technical point of contact for the growing Cyera partner channel and represent Cyera at marketing events.

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APPLY FOR THIS JOB

Employee at Cyera?

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Account Executive - Commercial

Sales · 📍 NYC · Full-time

Description

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THE OPPORTUNITY

We’re looking for a high-performing, hunter-type Mid-Market Account Executive ready to pioneer the new era of cloud data security with us! As a Mid-Market Account Executive, you will work with Cyera’s prospects and clients selling company-wide cloud data security and data risk management solutions. This full-cycle sales position handles everything from prospecting through closing complex sales cycles that best position Cyera’s capabilities and integrated value proposition. In this role, you will need to be able to analyze and understand a customer’s business, their process, challenges, and objectives, and work collaboratively with a Sales Engineer to map Cyera’s technology to solving the pain points of your prospects.

RESPONSIBILITIES:

- Demonstrate an intimate understanding of Cyera’s Data Security Solutions and the value to our customers
- Create clear goals and complete accurate forecasting through developing a detailed territory plan.
- Lead the sales cycle from pipeline generation to close.
- Create and deliver custom meetings, exceptional PoVs, and business value onsite with customers.
- Demonstrate ability to position and advise CISO, CDO, CPO, and CIO level executives with industry Point-of-View business insights; Continue to listen, build and grow executive relationships with customers.
- Negotiate and close business with new and existing customers.
- Grow Cyera’s presence with alliance and channel partners.
- Attend marketing events, conferences, and industry networking events..
- Understand and embody Cyera’s company ethos, direction, and market presence.
- Build effective working relationships with Solutions Engineering, Customer Success, Product, Marketing, Delivery, and Executive teams to ensure strategy alignment and achieve company objectives.

Requirements

REQUIRED QUALIFICATIONS:

- Results-oriented mindset and history of overachievement when selling in a hyper growth startup environment.
- Minimum 5 years selling mid-market SaaS solutions in the cloud/security/data space.
- Proficient in value-based solution selling, with a keen focus on delivering tangible business outcomes, ensuring alignment with end business value.
- Exceptional communication and relationship-building skills. Strong presentation skills and ability to develop creative solutions that move the sales process along.
- Proven understanding of cloud environments (AWS, Azure, or GCP), security in the cloud, and data risk. Strong preference for candidates with a cloud security, data, or AI sales background.
- Basic understanding of various data security and compliance frameworks and how this impacts business value.
- Must demonstrate proficiency in executing a formal sales process and possess familiarity with qualification frameworks and sales forecasting / management tools.
- Experience working in a fast-paced, dynamic environment with the ability to adapt quickly to changing circumstances.
- **This is a US-based position and you must be based in the territory you are supporting. Willingness and ability to travel as needed, approximately 50% depending on the sales cycle.**

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APPLY FOR THIS JOB

Employee at Cyera?

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Exhibit A

(Enhanced)



< ALL JOBS

HR Business Partner

HR · 📍 NYC · Full-time

Description

WHO WE ARE

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THE OPPORTUNITY

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APPLY FOR THIS JOB

Employee at Cyera?

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- Help managers set and communicate clear performance expectations.
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< [ALL JOBS](#)



< ALL JOBS

Sales Operations Manager - East

Sales · 📍 NYC · Full-time

Description

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RESPONSIBILITIES:

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- Partner with the field to craft and establish GTM strategy, own the modeling and implementation of sales territories and quota setting.
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- Work closely with other SOMs to share knowledge, methodologies and

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Employee at Cyera?

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facilitate standardization across the field organization.

- Support deal approvals, structuring, modeling, and proposals to customers.
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- Support onboarding and sales enablement.

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- At least three years of experience working in an enterprise SaaS company, with a strong preference for early-stage companies.
- 5+ years related work experience in Sales, Sales Operations, Sales Strategy, Go-to-Market or interlinked functions, ideally in the software industry.
- Strong planning, organizational, and multitasking skills.
- Ability to turn data into insights and actions.
- A problem solver with the ability to identify solutions to complex business issues.
- Must be self-managed, responsive, and able to work in an ambiguous, fast-paced, and remote-first environment.
- Intellectual curiosity, hands-on mentality, and phenomenal attention to detail.

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[< ALL JOBS](#)



< ALL JOBS

Sales Engineer - NY Metro

Sales · 📍 NYC · Full-time

Description

WHO WE ARE

Come join the company reinventing data security, empowering businesses to realize the full potential of their data. As the leading data security platform purpose-built for the cloud era, Cyera's mission is to reinvent how businesses secure data, enable agile collaboration, and boldly pursue new business opportunities. Trusted by security teams at leading global businesses, our team is proving that data security is the next big thing in cyber. Backed by the world's leading investors and working with a large and growing list of Fortune 1000 companies, we are looking for world-class talent to join us as we usher in the new era of data security.

THE OPPORTUNITY

As a high performing Sales Engineer or Senior Sales Engineer, you will work with our prospects and clients to craft enterprise-wide cloud data security and data risk management solutions. This is a consultative role with deep analytical and business process skill sets and the ability to create insightful solutions using Cyera's technology.

RESPONSIBILITIES:

- Drive incremental revenue through large, complex sales opportunities that maximize Cyera's capabilities and integrated value proposition
- Identify client business issues and desired outcomes and architect an information availability solution that utilizes all of Cyera's products and services
- Deliver, manage, and run proof of values (PoV's) and Use Case Demos (UCD) on customer sites, consult with key executive stakeholders, and drive sales via technical demonstrations
- Manage internal resources via cross-functional communication and support sales drive to build a sustainable, repeatable business model
- Act as the technical point of contact for the growing Cyera partner channel and represent Cyera at marketing events

Requirements

REQUIRED QUALIFICATIONS:

- Previous Cloud, TDR, CASB, DLP or data security experience in a Sales Engineer, Solutions Architect, or similar technical sales role.

APPLY FOR THIS JOB

Employee at Cyera?



- Strong knowledge in one of the three major cloud provider environments related to roles/permissions/API (AWS and/or Azure preferred).
- Fundamental network & database experience.
- Strong understanding of data storage types and basic understanding of encryption techniques and key management, cloud IAM, and network design/engineering/protocol.
- Fundamental understanding of: ML/AI, Data Regulatory Frameworks, Privacy and Data Retention programs.
- Excellent communication, presentation, and interpersonal skills, with the ability to convey complex technical concepts to both technical and non-technical audiences.
- Knowledge of SFDC and opportunity tracking.
- Results-oriented mindset and desire to thrive in a hyper-growth startup environment
- Strong problem-solving skills and the ability to think creatively to address customer challenges.
- Ability to travel up to 50% within assigned territory.

Desired Certifications (one or more with higher level being the most preferred):

- AWS Certified Cloud Practitioner - Foundational or Microsoft Certified Azure Fundamental
- AWS Solution Architect - Associate or Professional
- AWS Cloud Security Engineer or Architect
- Azure Administrator Associate
- Azure Security Engineer Associate
- Azure Solutions Architect
- CCSP - Certified Cloud Security Professional

COMPENSATION INFORMATION:

In addition to a standard benefits and equity package, we offer a generous salary. Final compensation will vary based on seniority and relevance of experience, location, and position requirements.

This role may be eligible for potential merit increases based on factors such as individual or company performance, time in role, and other discretionary factors.

BENEFITS - Why Cyera?

- Ability to work remotely, with office setup reimbursement
- Competitive salary
- Unlimited PTO
- Paid holidays and sick time
- Health, vision, and dental insurance
- Life, short and long-term disability insurance

[< ALL JOBS](#)



< ALL JOBS

Sales Engineer - Commercial

Sales · 📍 NYC · Full-time

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THE OPPORTUNITY

As a high performing Sales Engineer for our Mid-Market team, you will work with our prospects and clients to craft enterprise-wide cloud data security and data risk management solutions. This is a consultative role with deep analytical and business process skill sets and the ability to create insightful solutions using Cyera's technology.

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- Identify client business issues and desired outcomes and architect an information availability solution that utilizes all of Cyera's products and services
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- Manage internal resources via cross-functional communication and support sales drive to build a sustainable, repeatable business model
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Requirements

REQUIRED QUALIFICATIONS:

- Previous Cloud, TDR, CASB, DLP or data security experience in a Sales

APPLY FOR THIS JOB

Employee at Cyera?

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Engineer, Solutions Architect, or similar technical sales role.

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- Fundamental network & database experience.
- Strong understanding of data storage types and basic understanding of encryption techniques and key management, cloud IAM, and network design/engineering/protocol.
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[< ALL JOBS](#)

Account Executive - Commercial

Sales · 📍 NYC · Full-time

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THE OPPORTUNITY

We're looking for a high-performing, hunter-type Mid-Market Account Executive ready to pioneer the new era of cloud data security with us!

As a Mid-Market Account Executive, you will work with Cyera's prospects and clients selling company-wide cloud data security and data risk management solutions. This full-cycle sales position handles everything from prospecting through closing complex sales cycles that best position Cyera's capabilities and integrated value proposition.

In this role, you will need to be able to analyze and understand a customer's business, their process, challenges, and objectives, and work collaboratively with a Sales Engineer to map Cyera's technology to solving the pain points of your prospects

RESPONSIBILITIES:

- Demonstrate an intimate understanding of Cyera's Data Security Solutions and the value to our customers
- Create clear goals and complete accurate forecasting through developing a detailed territory plan.
- Lead the sales cycle from pipeline generation to close.
- Create and deliver custom meetings, exceptional PoVs, and business value onsite with customers.
- Demonstrate ability to position and advise CISO, CDO, CPO, and CIO level executives with industry Point-of-View business insights; Continue to listen, build and grow executive relationships with customers.
- Negotiate and close business with new and existing customers.
- Grow Cyera's presence with alliance and channel partners.
- Attend marketing events, conferences, and industry networking events.

APPLY FOR THIS JOB

Employee at Cyera?



- Understand and embody Cyera's company ethos, direction, and market presence.
- Build effective working relationships with Solutions Engineering, Customer Success, Product, Marketing, Delivery, and Executive teams to ensure strategy alignment and achieve company objectives.

Requirements

REQUIRED QUALIFICATIONS:

- Results-oriented mindset and history of overachievement when selling in a hyper growth startup environment.
- Minimum 5 years selling mid-market SaaS solutions in the cloud/security/data space.
- Proficient in value-based solution selling, with a keen focus on delivering tangible business outcomes, ensuring alignment with end business value.
- Exceptional communication and relationship-building skills. Strong presentation skills and ability to develop creative solutions that move the sales process along.
- Proven understanding of cloud environments (AWS, Azure, or GCP), security in the cloud, and data risk. Strong preference for candidates with a cloud security, data, or AI sales background.
- Basic understanding of various data security and compliance frameworks and how this impacts business value.
- Must demonstrate proficiency in executing a formal sales process and possess familiarity with qualification frameworks and sales forecasting / management tools.
- Experience working in a fast-paced, dynamic environment with the ability to adapt quickly to changing circumstances.
- **This is a US-based position and you must be based in the territory you are supporting. Willingness and ability to travel as needed, approximately 50% depending on the sales cycle.**

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