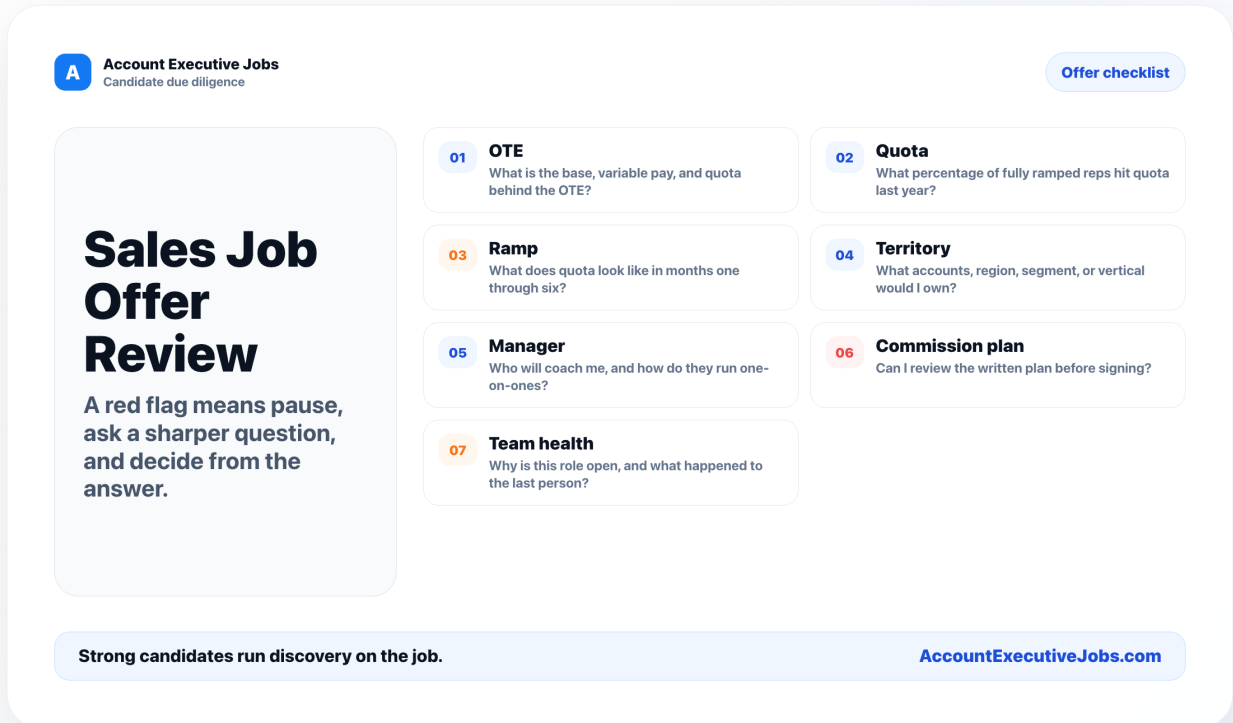


Sales Job Offer Review

Sales job red flags checklist covering OTE, quota, ramp, territory, manager, commission plan, and team health.

<https://accountexecutivejobs.com/blog/sales-job-search/sales-job-red-flags>



The graphic is a white card with rounded corners on a light blue background. At the top left is the 'Account Executive Jobs' logo with the tagline 'Candidate due diligence'. At the top right is a blue button labeled 'Offer checklist'. On the left side of the card is a large light blue box containing the title 'Sales Job Offer Review' and a subtitle 'A red flag means pause, ask a sharper question, and decide from the answer.' To the right of this box is a grid of seven items, each with a numbered icon and a title: 01 OTE (blue icon), 02 Quota (blue icon), 03 Ramp (orange icon), 04 Territory (blue icon), 05 Manager (blue icon), 06 Commission plan (red icon), and 07 Team health (orange icon). Each item has a short descriptive question below it. At the bottom of the card is a light blue bar with the text 'Strong candidates run discovery on the job.' on the left and the website 'AccountExecutiveJobs.com' on the right.

Account Executive Jobs
Candidate due diligence

Offer checklist

Sales Job Offer Review

A red flag means pause, ask a sharper question, and decide from the answer.

- 01 OTE**
What is the base, variable pay, and quota behind the OTE?
- 02 Quota**
What percentage of fully ramped reps hit quota last year?
- 03 Ramp**
What does quota look like in months one through six?
- 04 Territory**
What accounts, region, segment, or vertical would I own?
- 05 Manager**
Who will coach me, and how do they run one-on-ones?
- 06 Commission plan**
Can I review the written plan before signing?
- 07 Team health**
Why is this role open, and what happened to the last person?

Strong candidates run discovery on the job.

AccountExecutiveJobs.com

Use this reference

Read the full guide for the context behind this visual. The original illustration and its source belong together when you share it.

Notes