

WE'RE HIRING · LONDON

GTM & Growth Manager

Help a small, close-knit team take Zeal to market and grow it, from a partner's first integration to merchants paying every month.

LOCATION

Uncommon Holborn

IN THE OFFICE

5 days a week

PACKAGE

£50k+ & equity

START

ASAP



WHY THIS ROLE EXISTS

Zeal is the value-added-services layer for payment terminals.

We are hardware- and acquirer-agnostic. A payment provider integrates Zeal once, and its merchants can switch on services that help them win repeat customers and understand their trade, on the card machines they already use.

Our go-to-market is not merchant by merchant. We integrate with payment service providers and acquirers, then help them activate their merchants. Our revenue grows when those merchants become active, paying users, and **this role exists to make that happen faster.**

4M

payment terminals in our pipeline

30,000+

merchants activated

\$14M

raised to date

THE ROLE

You'll turn partner integrations into paying merchants.

You'll work side by side with our Co-founder and CEO and our Founder's Associate. We're a small team that works closely together, and you'll be the engine that takes Zeal to market and grows it: getting partners live, turning their merchants into paying users and keeping our GTM sharp. You'll work across time zones with partners and our team in London and Cairo, and **your work will show up in revenue within weeks.**

WHAT YOU'LL OWN

1

Integrations

Signed to live

- Run partner integrations end to end, from scope to go-live.
- Keep partner, product and tech teams moving to one plan.
- Own partner updates, risks and go-live readiness.

2

Growth

Live to paying

- Own each live partner's funnel, from enabled to paying.
- Run activation campaigns with partners and their merchants.
- Equip partner sales teams and feed blockers back to product.

3

GTM execution

Every day

- Keep HubSpot, our system of record, accurate and trusted.
- Build decks, one-pagers, case studies and proposals.
- Support pipeline with research, prep, follow-ups and events.

YOUR FIRST 90 DAYS

DAYS 1 TO 30

Learn and take over

- Learn the product, our partners and how we make money.
- Take over our next integration and agree its go-live plan.

DAYS 31 TO 60

Run it

- Run integration stand-ups and partner updates on your own.
- Launch your first activation campaign and measure the lift.

DAYS 61 TO 90

Own it

- Your first integration is live, or dated with no blockers.
- Playbooks in place and a weekly report on MIDs and revenue.

WHAT SUCCESS LOOKS LIKE

Success is measured in two numbers.

NUMBER ONE

Net new active MIDs

Merchants actively using Zeal through the partners you manage.

NUMBER TWO

Recurring revenue

Monthly revenue from the merchants you help activate.

Along the way: integrations go live on the date agreed, conversion rises every quarter, and HubSpot is a pipeline the whole team trusts.

WHO YOU ARE

You see clarity in chaos and act without being told.

Must-haves

- 3 to 5 years running complex, multi-party projects in payments, fintech, SaaS, consulting or a startup.
- AI native: you use AI tools every day to research, write, analyse and automate.
- You've taken something from plan to launch, leading teams you don't manage.
- Commercial and numerate: you build funnels, read the data and change course.
- Clear, structured writing, and the presence to manage senior partners.
- Technical enough to follow an integration (APIs, testing, releases) without coding.
- High ownership: you set your own structure and follow through.
- Comfortable working across time zones.

Nice-to-haves

- Experience with PSPs, acquirers, ISOs, payment terminals or POS.
- Partner enablement, channel sales or partner success experience.
- Lifecycle or activation marketing: email campaigns, A/B tests, funnels.
- HubSpot know-how: sequences, workflows and dashboards.

What you get

£50k+ & equity

Private insurance

Free gym classes

Start ASAP

Work directly with our CEO in a small team that moves fast, with real ownership of revenue from your first month.