REVENUE OPERATIONS MANAGER

Education Logistics, LLC · Finance / Revenue

EDULOG

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Location: **Remote-Friendly (prefer Missoula, MT)**
Type: **Full-Time, Exempt**
Department: **Finance / Revenue**
Reports To: **CFO**

Edulog is the pioneer and leader in K-12 student transportation management software, serving school districts across North America for over 40 years. Our comprehensive platform helps districts optimize bus routing, ensure student safety, and deliver better transportation experiences for millions of students daily. Backed by Serent Capital, we're entering an exciting growth phase with investment in go-to-market capabilities.

ABOUT THE OPPORTUNITY

We are a 40-year-old, founder-led SaaS company at an important inflection point in our growth. With 100 employees today and an active acquisition strategy, we are building the operational and analytical infrastructure our go-to-market engine requires. This is a high-impact role at the intersection of Sales, Marketing, and Finance — and a critical liaison between those teams. You will be the connective tissue that ensures Finance and Sales are working from the same data, the same processes, and the same priorities.

We have invested in a RevOps toolstack — including Salesforce, CPQ, contract management, revenue intelligence, and sales engagement platforms. The opportunity here is not to select tools from scratch, but to integrate them fully, get more out of what we have, and make thoughtful additions as we grow. You will inherit a playbook and improve it — owning the processes, reporting, and systems that turn our revenue engine into something scalable and legible.

POSITION SUMMARY

The Revenue Operations Manager is a high-impact, individual contributor role reporting directly to the CFO. This exempt position is responsible for owning the Salesforce CRM instance, building the Finance-Sales data bridge, maintaining executive reporting on pipeline and bookings, and supporting deal operations across the revenue organization. The Revenue Operations Manager exercises significant independent judgment in designing systems, data standards, and operational workflows that serve both Sales and Finance.

KEY RESPONSIBILITIES

CRM & DATA INFRASTRUCTURE

- Own the Salesforce instance end-to-end — administration, data integrity, object configuration, workflow automation, and user enablement — ensuring it serves as a reliable system of record for the revenue organization
- Lead the ERP ↔ Salesforce integration, building reliable, automated data flows between financial systems and CRM so that bookings, contract data, and revenue metrics are consistent across both platforms
- Integrate and optimize the existing RevOps toolstack — including CPQ, contract management, revenue intelligence, and sales engagement tools — ensuring each platform is configured correctly, adopted effectively, and connected to the broader data infrastructure
- Define and enforce data standards across the revenue tech stack, including lead/contact/account hygiene, opportunity stage definitions, and pipeline naming conventions
- Evaluate additional tooling additions as the business scales, with a bias toward optimizing what we have before adding new layers and designing and governing AI-assisted CRM workflows where advantageous

REPORTING & DASHBOARDS

- Build and maintain a suite of dashboards and reports that give the CEO, CFO, and Sales leadership real-time visibility into pipeline, bookings, win rates, deal velocity, churn risk, and forecast accuracy
- Own CEO-level reporting on large and strategic deals, including a structured view of deal status, next steps, blockers, and expected close — enabling the executive team to engage at the right moment
- Develop Marketing performance reporting, connecting top-of-funnel activity to pipeline creation and closed revenue
- Build and maintain a bookings dashboard that provides a clear, auditable view of new ARR, expansions, renewals, and churn — reconciled against Finance's revenue reporting
- Create and own a Sales and Revenue KPI framework with consistent definitions, reliable data, and a regular reporting cadence

FINANCE & SALES LIAISON

- Serve as the primary operational link between Finance and Sales — ensuring that deal data, bookings, and revenue figures are consistent, reconciled, and trusted by both teams
- Coordinate with FP&A on sales compensation inputs, quota tracking, and bookings-to-revenue reconciliation
- Support Finance's month-end close by providing accurate, timely deal and bookings data from Salesforce
- Translate Finance's reporting needs into CRM configuration and data standards, and translate Sales' operational needs into Finance-compatible workflows

DEAL OPERATIONS & CONTRACT REVIEW

- Own the deal desk function, supporting Sales on pricing, discounting, deal structuring, and non-standard terms — providing fast, consistent review that protects margin without slowing down deals
- Maintain and update the pricing and packaging framework in coordination with Finance and Sales leadership, including rate cards, discount approval thresholds, and bundling guidelines
- Review contracts and order forms for commercial and operational accuracy before execution, coordinating with Finance and Legal as needed
- Update and maintain the RevOps playbook as processes evolve, acquisitions add complexity, or tooling changes require new workflows

SALES & MARKETING OPERATIONS

- Own the lead-to-close process, ensuring a clean handoff between Marketing, SDRs, and Account Executives with clear stage definitions, SLAs, and accountability
- Manage territory design, quota assignment logistics, and account routing in partnership with Sales leadership and FP&A
- Build and maintain Sales forecasting infrastructure in Salesforce, supporting a weekly forecast call with consistent methodology and reliable inputs
- Track and report on Sales productivity metrics — activity rates, pipeline coverage, quota attainment by rep — surfacing insights that help Sales management coach effectively
- Monitor and report on Marketing campaign performance, attribution, and ROI

AI ENABLEMENT

- Identify and implement AI-powered tools and workflows that accelerate productivity for both Finance and Sales — including AI-assisted forecasting, pipeline scoring, dashboard generation, and data summarization
- Build internal playbooks and lightweight training so that Sales and Finance teams can leverage AI tools effectively in their daily workflows
- Stay current on the AI tooling landscape for RevOps and bring forward well-reasoned recommendations for adoption as the market evolves

M&A & INTEGRATION SUPPORT

- Lead the Salesforce and RevOps integration workstream for acquired companies, including CRM data migration, pipeline reconciliation, and go-to-market process harmonization
- Update the RevOps playbook after each acquisition, incorporating lessons learned and building a more repeatable integration motion over time
- Coordinate with Finance on the mapping of acquired bookings, contracts, and revenue into Edulog's reporting framework post-close
- Assess acquired companies' RevOps maturity and develop a prioritized remediation plan

REQUIRED QUALIFICATIONS

- 4–7+ years of experience in Revenue Operations, Sales Operations, or a closely related function
- Salesforce administration experience required; Salesforce Admin certification strongly preferred
- Demonstrated experience building dashboards, reports, and forecasting frameworks in Salesforce or a comparable CRM
- Experience integrating or optimizing a RevOps toolstack — including CPQ, contract management, or revenue intelligence platforms
- AI fluency — specifically the ability to work with AI-assisted revenue intelligence tools (we use attention.com) and AI-enabled Salesforce automation
- Ability to evaluate and execute on integrating AI tools into planning workflows
- Prior experience supporting a deal desk, pricing review, or contract operations function
- Strong data skills: comfortable working with large datasets, building reconciliations, and identifying data quality issues at the source
- Familiarity with the SaaS revenue model — ARR, bookings, churn, NRR — and how those metrics are built from CRM and contract data

PREFERRED QUALIFICATIONS

- Exposure to M&A integration, go-to-market process harmonization, or systems migration
- Experience with BI or data visualization tools (Tableau, Looker, Power BI, or similar)
- Experience with CPQ or Salesforce Revenue Cloud
- Actively curious about AI tooling and how automation can improve the speed and quality of RevOps workflows

CORE COMPETENCIES

- Operationally minded: energized by process, data, and the discipline of making a revenue engine run cleanly
- Commercially curious: wants to understand why deals win and lose, not just track that they did
- Natural bridge-builder: thrives in the space between Finance and Sales, translating between two teams that often speak different languages
- Pragmatic: improves what exists before adding new complexity, and can tell the difference between the two
- Strong project management: able to run multiple concurrent initiatives across Sales, Finance, and IT without losing track of priorities

WHAT WE OFFER

- Competitive salary and performance bonuses
- Comprehensive health, dental, and vision insurance
- Flexible work arrangements
- Professional development opportunities
- 401(k) with company match
- Collaborative and mission-driven culture

HOW TO APPLY

Interested candidates should submit a resume and cover letter to careers@edulog.com with the subject line "Revenue Operations Manager – [Your Name]". Applications will be reviewed on a rolling basis. For questions, please contact the HR Department at hr@edulog.com.

Education Logistics, LLC
Missoula, Montana
www.edulog.com

Edulog is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, or any other characteristic protected by law.