

INSIDE SALES AGENT · REMOTE · PACIFIC BUSINESS HOURS

Paid for the outcomes you influence. Raised for the results you deliver.

Our outbound team opens the door. You keep it open: you hold the appointment, win the client, and stay with them until they close. Your pay is built around exactly those results.

BASE SALARY

\$1,100—\$1,800

USD per month, set by experience · paid through Deel · 40 guaranteed hours

WHAT YOU CAN EARN

\$2,130—\$3,830

USD per month at a \$1,600 base, from the low to the high scenario below

The role

Our outbound team works RexMont's database and books appointments with homeowners and buyers. A licensed agent meets each lead. You are the person who makes sure that meeting happens, turns it into a signed client, and keeps the lead with us until they close, or until they are ready later.

- 1 Hold the appointment.** A live confirmation call before every meeting, with the lead prepared and the agent briefed.
- 2 Recover the no-show.** A call inside the hour. A no-show reached the same day re-books at several times the rate of one reached later.
- 3 Convert.** Debrief the agent and the lead within 24 hours of every meeting and drive the next step to a signed agreement.
- 4 Retain.** Own a named book of leads and stay with them on a steady cadence, so they come back to us when they are ready.

Who you work with

A licensed agent on every appointment, and a manager on a 15-minute call with you every day.

Your tools

Follow Up Boss, a business phone line and a Google Workspace account, all provided.

Two bonuses. Nothing else to track.

WHEN IT PAYS	AMOUNT	THE RULE
Every appointment that is held	\$5	The lead meets with the licensed agent and the agent logs it. Counts equally for appointments you confirm and protect, and for ones you re-book yourself from a no-show or a lead in your book. Monthly milestone on top: \$25 at 5 held, \$50 at 10, \$100 at 15, \$150 at 20, \$200 at 30, \$300 at 40.
Every transaction that closes	\$25–\$550	On any lead in your book, buyer or seller, paid only when the transaction closes, with the month's payroll. The bonus follows the sale price, so the bigger the deal, the bigger the bonus. No cap. See the scale below.

SALE PRICE	\$100K–300K	–\$500K	–\$800K	–\$1.5M	–\$3M	–\$5M	\$5M+
Closing bonus	\$25	\$50	\$150	\$250	\$350	\$450	\$550

What you can earn each month

SCENARIO	BASE \$1,100	BASE \$1,600	BASE \$1,800
Low · 5 closings a quarter, about 12 held a month	\$1,630	\$2,130	\$2,330
Mid · 11 closings a quarter, about 22 held a month	\$2,280	\$2,780	\$2,980
High · 22 closings a quarter, about 39 held a month	\$3,330	\$3,830	\$4,030

Base plus the \$5 per held appointment, the monthly milestone, and \$250 per closing (a home between \$800K and \$1.5M). Before any raise. A month with no closings still pays your base plus every held appointment, and closings lag the appointment that produced them by two to five months, so the first quarter is built to be steady while your book fills.

Your base moves with your results, not the calendar

Every quarter we review your last three months of closings. **6 or more closings in a quarter: base rises 10%. 9 or more (3 a month): base rises a further 15%.** Raises stack, there is no waiting period, and your first raise can come at the first review after you hit the number. A \$1,600 base becomes \$1,760, then \$2,024. The mid and high scenarios clear the first mark. Base never goes down. A quarter below the mark leaves it where it is.

Time and tools

- **15 paid vacation days** a year after 90 days, plus 10 sick days and 10 leave days
- **\$300** equipment budget, **\$50 a month** toward your internet
- Follow Up Boss seat, business phone line and Google Workspace account, all provided
- Shift: 8 am–5 pm or 12 pm–9 pm El Salvador time, Monday to Friday

What you own

- A **named book** of leads that is yours for as long as you are here, starting at 150
- Every appointment from our outbound team lands in your hands the moment it is booked
- The licensed agent runs the meeting. You get the lead there and keep them with us afterward

How you grow

DAILY	A 15-minute call with your manager: today's appointments, yesterday's debriefs, one hard call.
WEEKLY	Two of your recorded calls reviewed with you by a person whose job is to make you better, with one specific change to make.
TOP PERFORMER	ISA Lead: the top performer takes over call reviews and book assignments for the team. It goes to results, not seniority.

What we expect

- **Your first 90 days are a ramp-up.** We judge how you work: every appointment outcome logged in Follow Up Boss, a same-day call to every no-show, confirmation calls made, and your weekly call review.
- **After that, the minimum is 6 closings across two consecutive quarters** (3 a quarter), linked to your name. Below it, we agree a 60-day written plan with weekly reviews.
- We also look at held appointments that become signed clients, and at the share of your book contacted inside its cadence window.

We do not measure dials or talk time. This job is measured on outcomes for each lead.

Terms

Independent contractor agreement through Deel, paid in US dollars on the 15th and 30th of each month. Bonuses are calculated from Follow Up Boss records and the closing statement, and shown to you in a monthly earnings statement. Resignation takes a written letter 15 days before your last day, and everything you have earned is paid in full at the end of the contract. Offer terms are confirmed in writing before you start.