

Job Posting

Account Director – Toronto, Ontario (2) (Hybrid)

Full-Time, Permanent

Base Salary: \$85,000 – \$100,000

Total Annual Earnings Approx. \$105,000 – \$125,000, with additional compensation for exceptional performance.

Posting Date: October 5, 2026

About Avera

At Avera, our people are the foundation of every client experience we deliver. The Account Director plays a critical role in supporting our continued growth and ensuring we maintain high standards our client expect.

Reporting to the Director of Sales, the Account Director role is responsible for developing, managing and growing strategic client relationship that drive revenue, retention, and long-term business growth. As a trusted advisor to clients, this role manages an assigned portfolio of accounts while identifying new business opportunities, expanding relationships, and ensuring an exceptional client experience. Working in conjunction with Production Managers, and cross-functional teams, the Account Director translates client objectives into effective event and audiovisual solutions while maintaining strong execution of the account management process. The Account Director will spend time in the office, tele-commuting, and on-site at events. This position comprises an average 40-hour workweek with the expectation that flexible hours and overtime will occur.

Qualified and interested applicants are encouraged to apply with their resume to:
c.careers@averaav.ca

What You'll Lead

- Manage, retain, and grow an assigned portfolio of existing and prospective client accounts.
- Build and maintain strong client relationships, serving as a trusted advisor throughout the event planning lifecycle.
- Develop a thorough understanding of client objectives, business priorities, budgets, and upcoming opportunities to support long-term account growth.
- Develop and execute account plans for strategic clients, including growth objectives and relationship-building initiatives.
- Conduct regular client meetings, account reviews, and Quarterly Business Reviews (QBRs) to strengthen partnerships and identify future opportunities.





- Identify opportunities to expand services, deepen client relationships, and introduce Avera's capabilities across departments, business units, and event types.
- Generate new business opportunities through referrals, networking, industry involvement, and relationship development.
- Lead the commercial relationship for assigned accounts, collaborating closely with Production Managers and internal teams to develop event solutions that align with client needs and company objectives.
- Support the development and presentation of proposals, quotations, pricing strategies, and account presentations.
- Ensure client requirements, objectives, budgets, timelines, and project expectations are clearly communicated and understood throughout the planning and delivery process.
- Monitor account performance, profitability, retention, and growth, while supporting pricing reviews, change management, and post-event financial reconciliation.
- Partner with colleagues across departments and regions to deliver a seamless client experience and maximize opportunities for value creation.

Job Requirements

- Minimum three (3) years of experience in audiovisual sales, account management, live events, audiovisual production or a related industry.
- Demonstrated ability to build, maintain, and grow long-term client relationships.
- Excellent presentation, interpersonal, verbal, and written communication skills.
- Strong organizational, time management, and follow-through skills, with attention to detail.
- Proven ability to identify opportunities, develop account growth strategies, and drive business results.
- Proficiency with CRM platforms and standard business software applications such as M365.
- Strong networking and relationship-building skills, with the ability to represent the organization within the marketplace and industry events.
- Experience with IntelliEvent or similar event management software is preferred.
- Formal sales training (e.g., Sandler or equivalent sales methodology) is preferred.
- Bilingualism with both English and French considered an asset.

Work Conditions

- Ability to work a flexible schedule, including occasional evenings, weekends, and travel as required.
- Hybrid environment with a combination of office/work from home/on-site.



Total Compensation and Benefits

Typical total compensation ranges between \$105,000 and \$125,000 and includes:

- \$85,000 to \$100,000 base salary, with an annual performance incentive with a target of approximately **20–25% of base salary**. There is an upside incentive for exceptional performance.
- 3 weeks of annual vacation
- Paid winter holiday break
- Comprehensive extended health, dental, vision and wellness benefits plan
- Registered Retirement Savings Plan (RRSP).
- Employee and Family Assistance Plans
- Flexible working arrangements
- Professional development and skills-development opportunities.

Why Join Avera?

At Avera, you'll be part of a people-first culture that values growth, supports career development, and empowers our teams to make a local impact while contributing to a national organization. Our culture is built on three core values:

- Integrity – We do what we say. We build trust through reliability, honesty, and keeping our commitments to clients and one another.
- Authenticity – We show up as ourselves. We value diverse perspectives and create an environment where people can thrive as their true selves and through teamwork.
- Accountability – We own our results. We take pride in our work, support one another, and are empowered to make a meaningful impact every day.

Avera Audiovisual Inc. welcomes applications from minority groups and people with disabilities. We are committed to creating a more equitable, inclusive and diverse company and strongly encourage applicants of all genders, ages, abilities and life experiences to apply. Upon request, accommodation supports are available for candidates taking part in all aspects of the recruiting process.

This position is a new vacancy and is open to external applicants. We appreciate your interest in applying, however, only those selected for an interview will be contacted. Please note all applications are reviewed by our recruiting team, no AI tools were used the screening or selection processes for this role.

