Sales Manager – Wealth Management

Ancora is seeking an experienced Sales Manager to lead and develop our team of wealth advisors (relationship managers). The ideal candidate is a proven sales leader with deep investment management experience, exceptional coaching abilities and a passion for developing high-performing teams.

The Sales Manager will directly lead, coach and develop approximately 12-15 Private Wealth advisors (relationship managers) across Ancora's Private Wealth business. The role is accountable for advisor productivity, client retention, new business activity, disciplined pipeline management, CRM adoption and overall revenue growth across the advisor team.

Success in this position will be measured through a balanced scorecard focused on advisor performance, client outcomes and business growth. Key areas of responsibility include:

- Managing and developing a team of 12-15 wealth advisors.
- Driving advisor accountability through regular coaching, performance reviews and business planning.
- Increasing client retention and expanding client relationships.
- Growing net new revenue and supporting net new asset growth.
- Improving advisor activity, including client reviews, pipeline development and prospect follow-up.
- Ensuring consistent CRM usage, data quality and adherence to defined sales processes.
- Monitoring pipeline activity, prospect conversion and advisor productivity metrics.
- Supporting succession planning and advisor development across the Private Wealth business.

Location

This position is located at Ancora's Cleveland (Mayfield Heights), Ohio, office. No remote option.

Duties & Responsibilities

Sales Leadership & Team Development

- Lead, coach, mentor and develop Ancora's team of wealth advisors.
- Establish individual performance goals and hold advisors accountable for achieving business objectives.
- Conduct regular coaching sessions, performance reviews and ongoing development meetings.

Sales Strategy & Operations

- Develop, implement and maintain standardized sales processes and best practices.
- Lead regular sales meetings focused on education, collaboration, motivation and performance.
- Collaborate with marketing to develop impactful sales campaigns, collateral and client communications.

Business Development

- Lead the team's efforts to generate new business and exceed annual revenue goals.
- Coach advisors on effective prospecting, networking, referral generation and relationship-building strategies.

Cross-Selling & Client Growth

- Develop and implement firm-wide cross-selling strategies across Private Wealth, Retirement Plans and Insurance Solutions.
- Coach advisors to identify opportunities to expand client relationships and increase share of wallet.

CRM Management

- Partner with the firm’s CRM administrator, to establish CRM standards, processes and accountability measures for wealth advisors.
- Work with the CRM administrator, client operations and advisors to improve CRM data quality and identify system enhancements that improve advisor effectiveness.
- Utilize CRM reporting to identify cross-selling opportunities and targeted prospect campaigns.

Succession Planning

- Lead the development and ongoing maintenance of succession plans for each wealth advisor.

Client Experience & Operational Partnership

- Champion a seamless, consistent and exceptional client experience across every stage of the client journey.
- Coach advisors to leverage Ancora's wealth planning, portfolio management, insurance and retirement plan specialists to deliver comprehensive solutions.

Compliance & Industry Knowledge

- Ensure wealth advisors operate in compliance with SEC, FINRA and firm policies.
- Partner with compliance on advisor training, sales practices, reporting and regulatory initiatives.

Qualifications

- Bachelor's degree
- FINRA Series 6 or Series 7 license, preferred
- Ten or more years of sales management experience
- Five or more years of experience within private and institutional investment management
- Demonstrated leadership and coaching experience within a sales environment
- Strong understanding of investments, financial markets and wealth management services
- Experience utilizing CRM platforms to manage pipelines, client relationships and reporting
- Experience with sales enablement and marketing collaboration
- Proficiency with Microsoft Office Suite, including Word, Excel and PowerPoint
- Excellent verbal and written communication skills
- Strong organizational, analytical and problem-solving abilities
- High attention to detail with a commitment to accuracy and accountability
- Professional demeanor and commitment to ethical business practices

Benefits

Ancora offers a competitive salary and excellent benefit package with a culture of teamwork and recognition.

About Ancora

Ancora is client-focused and growth-oriented investment and financial advisory firm based in Cleveland, Ohio. The Firm is recognized for providing investment advisory, money management, insurance and retirement plan advisory services to individuals and institutions. Ancora promotes a friendly, family-oriented work environment and encourages our employees to strive for personal and professional growth with the highest level of integrity.

Ancora is an Equal Opportunity Employer

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, protected veteran status, disability, or any other basis protected by applicable law.

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