



JOB TITLE: Business Development Sales Manager
REPORTS TO: Sales Leadership
LOCATION: Fully Remote
FLSA CLASS: Exempt, Salary
POSTING DATE: 02-May-2022

BASIC FUNCTION SUMMARY:

Answering to Sales leadership, the Business Development Sales Manager (BDSM) is responsible for developing and leading sales strategies to the Mid-Market Sales Team that will result in client retention, client sales growth, profitability, and Sales Rep development. As a highly experienced and forward-thinking Sales Executive, the BDSM is a talented team motivator with a proven track record of acquiring, retaining, and developing clients at a high level, through successful strategy implementation. The BDSM has extensive experience selling in the Promotional Products or related gifting, product personalization and/or product kitting Industry, servicing, and growing clients up to 7-figures in annual sales volume.

The following duties are not intended to serve as a comprehensive list of all duties required in this position. This job description is intended as a representative summary of the major duties and responsibilities. This role may not be required to perform all duties listed and may be required to perform additional duties as requested.

ESSENTIAL FUNCTIONS: Duties, Skills, Responsibilities and Expectations:

- Recognize opportunities to cross-sell, up-sell, and identify new service offers with clients, Identify, and expand contacts, securing new relationships with higher-level key-client stakeholders
- Responsible for the management and motivation of the Mid-Market Sales team. Assess the strengths and weaknesses, develop training and mentoring opportunities, strategize account growth, penetration strategies, and account management
- Advocate on behalf of the Mid-Market Sales Team while maintaining focus on revenue, profitability, company strategy, operations, and culture
- Partner with the Sales Leadership Team to establish annual sales goals, budgets and KPI's
- Drives to achieve sales revenue, gross profit, margin %, and conversion targets
- Analyze sales data to recognize trends that may lead to large client growth opportunities
- Maintain a top-level, in-depth knowledge of promotional product industry and retail merchandise trends, services, logistics, and warehouse fulfillment
- Responsible for creating, defining, and implementing sales strategy at the contact level and at the corporate level to drive year over year sales growth, meeting, and exceeding performance targets, and KPI's
- Collaborate with Marketing and Merchandising Teams to develop and execute campaigns and promotions to ensure consistent execution of defined strategies
- Ability to research, develop and implement customer, team and stakeholder presentations for training, product development, effective operations, and company continuity

Maintain appropriate physical and mental health required to perform the essential functions of position

MINIMUM REQUIREMENTS:

- Prior Management of direct reports
- Strong product merchandising knowledge
- Detail oriented & organized
- Strategic & analytic thinking skills
- Retail and fashion trends awareness
- Excellent written and oral communication skills
- Sound judgment in decision making and problem solving
- Always maintain the highest level of confidentiality and professional conduct
- Amazing people skills
- Must love product!

Required Education / Industry Knowledge:

- BA or BS degree in Business or related field preferred
- Minimum 5 years' experience as a Sales Executive and 2 years' experience as a Sales Manager in the Promotional Products or related gifting, product personalization and/or product kitting Industry with a proven track record of superior performance metrics.
- Products, custom decorated product, and or product kitting Industry.
- Minimum 4 years of advanced Netsuite experience.

WORKING CONDITIONS:

- Position is fully remote to the US only
- Ability to accommodate multiple time-zones with primary ET (EST/EDT)
- Dedicated workspace and high-speed internet
- Frequent video conference/email/chat

PHYSICAL DEMANDS:

- Maintaining a stationary position for up to 50% of the workday
- Consistently operate a computer and other productivity equipment including keyboard, webcam, and document scanner
- Clarity of vision of 30" or less
- Ability to perceive sound in the capacity of oral communication
- Exertion of up to 10lbs. of force as related to lift or move of objects

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