



Sr. Director of Business Development

[Application Link](#)

Compensation: \$160,000 - \$180,000 annually (plus annual bonus)
Benefits Offered: 401K, Dental, Life, Medical, Vision
Employment Type: Full-Time/Exempt

Overview

The individual in this role will effectively champion business development efforts.

Behavioral Expectations

- Identify and seek personal and professional growth opportunities and proactively contribute to the success of the team and company.
- Courageously adapt, celebrate the achievements of others, and take pride in doing quality work.
- Develop and leverage self-awareness and self-management to establish and maintain genuine relationships with colleagues, leadership, and external stakeholders.
- Proactively learn about and consciously leverage your unique and powerful Strengths in a manner that supports cohesion and company-wide success.

Tactical Objectives

- Identify prospects and cold call into your target markets prospects.
- Generate qualified in-person and virtual prospect meetings by phone and email.
- Conduct a persuasive demonstration of the company's products, benefits, and viability as a long-term partner.
- Sell employer health plan and provide risk and cost solutions directly to employee benefits decision makers (i.e. brokers, TPA's, Regional health plans, BUCAH's, C-suite, VP of Compensation and Benefits, Benefits Directors, Directors of Human Resources, Directors of Wellness, etc.)
- Tenaciously follow through and prioritize prospect needs in relation to sales opportunities for the company.
- Timely completion of sales administration activities (e.g. activity reporting, expenses, etc.)
- Effectively collaborate with Coach, Sales and Marketing team, Leadership, and Senior Leadership as appropriate to support transparency and protect against potential or actual legal, reputational, people, operational, or revenue related risks.
- Collect, monitor, and analyze established performance metrics; use those metrics to establish what success means from a tactical perspective and hold team members accountable.
- Work in conjunction with EVP of Sales and Marketing and People Engagement team to effectively lead and coach the Marketing team, which includes monitoring tactical performance and organizational health aligned behaviors.
- In conjunction with EVP of Sales and Marketing and People Engagement, fill open positions, remove, and replace low performing individuals, and recognize top performers.

Required Skills, Abilities, Experience, Education/Certifications

- Must have at least ten years of relevant experience, which includes working as part of and leading a successful business development team in the ancillary health care/employee benefits field.
- Must have a B.S. or B.A. in a related field or equivalent experience.
- Must have access to reliable internet and power.
- Must have a strong working knowledge of all Office Suite products, particularly Word, PowerPoint, and Excel.
- Must have a working knowledge of, or be able to quickly learn, ZoHo, and other tools that support sales data organization.
- Must have a space where you can work with minimal interruptions.
- Must be able to walk the line between driving quantitative sales results and qualitative team engagement.

Physical, Mental, and Sensory Capabilities

- Be able to speak, write, and communicate fluently in English.
- Be able to learn, retain, and utilize data and information.
- Be able to learn and utilize new technologies to fulfill job functions.
- Be able to recognize, understand, and respond to written and spoken words, understand facts and figures, and adhere to established processes.
- Be able to effectively use a variety of peripherals, such as a printer, scanner, computer, phone, etc.
- Be able to pick up, lift, assemble, carry, and move objects, equipment, and luggage of up to 80 pounds.
- Be able to maintain sustained concentration on computer screens.
- Must be able to regularly travel, which includes prolonged overnight stays.

We are proud to be an Equal Opportunity Employer.

All individuals will be required, once hired, to successfully pass a background, reference, and education verification process and must demonstrate that they are legally authorized to work in the United States.