

# Business Development Manager



**Salary:**

£37,000-42,000 basic per annum + uncapped commission

## Job Summary:

This is an exciting opportunity to join a growing, ambitious, and innovative company that is gaining market share in the corporate Learning & Development space.

Strengthscope<sup>®</sup> is a development tool to help people find and communicate their strengths to themselves and others, allowing them to bring more of themselves to work and to life. Our mission is to ensure that everyone is able to have honest, authentic conversations about what makes them truly unique, what they love to do, and how they can bring their best to work and to life, every single day.



This is the core message our high performing Sales department communicates everyday: we engage with corporate businesses and discuss how Strengthscope<sup>®</sup> can be used as a business-critical tool to enhance learning and development initiatives.

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## Skills & Attributes:

If you have a mix of the following skills and attributes, you might be just who we're looking for:

- Comfortable and experienced holding an individual revenue target: this doesn't daunt you and you're ready for the challenge!
- Skilled in booking meetings with target market prospects 'from cold': in other words, you know how to qualify and nurture your own prospect pipeline and you feel energised when speaking to new people
- A flair for presentation: you love commanding an audience and having the opportunity to demonstrate how you can meet clients' needs with your solutions
- A great listener: you are skilled in making sure the client feels heard, and you ask questions that help drill-down into their critical pain points
- A team player that is ready to pitch in and help others: we're a small but growing team – collaboration both within the sales team and with other departments is key to success
- Someone that deals with their admin and takes ownership of it: however de-energising this may be – you understand how vital our CRM system is, and you take follow-up seriously
- You have a growth mindset, and you are humble: you accept that things aren't always perfect, and you look for solutions to help with continuous improvement across the business.

## Responsibilities & Duties:

The core function of a Business Development Manager is simple: to win new business. This is a 360 sales role that includes prospecting, pitching, closing, and onboarding. Newly onboarded clients are then safely handed over to our Customer Success team for further nurturing.

Your responsibilities will include:

- Closing new business opportunities in line with monthly revenue targets
- Responding swiftly to marketing leads and arranging timely introductory meetings with target market businesses
- Confidently delivering product demonstrations of our assessments, training packages and online learning platform
- When meeting a client, to thoroughly qualifying the opportunity through astute questioning
- Producing tailored and impactful sales proposals, based on the needs qualified in previous scoping conversations
- Taking full ownership of your prospecting sales plan: producing enough outbound activity (phone, email, LinkedIn) to book 15 self-generated meetings per month
- Conscientiously updating all activities on Salesforce, including call notes, email correspondence and proposals sent to clients
- Using Salesforce to communicate accurate monthly and quarterly forecasting of sales opportunities to the rest of the team on a weekly basis
- Navigating sales cycles with budget holders from L&D and HR departments, often negotiating with Director level clients.

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## Benefits:

Here are some of the good things you'll get when you join Strengthscope<sup>®</sup>:

- 30 days (+ bank holidays) of annual leave
- Enhanced pension plan where Strengthscope meets your contribution up to 10%
- Flexible working – we're verified by Flexa! Check out our company page on [Flexa](#)
- An extra day off for your birthday
- Home setup allowance
- Enhanced family-friendly leave
- Internal and external coaching and mentoring opportunities
- Monthly personal development time
- StrengthscopeMASTER<sup>™</sup> qualification
- Monthly team get-togethers and quarterly team days to reflect, plan, and celebrate
- Pet-friendly offices on the bustling Southbank, minutes from London Bridge, Southwark, and Waterloo stations.

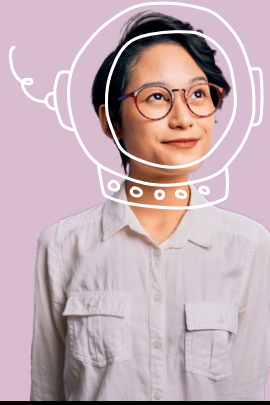
# Life at Strengthscope®

What's important to us and what experiences can you expect to have as part of Strengthscope?



## Championing Uniqueness

In line with our #BeingInclusive and #BeingOurselves values, we encourage our people to bring their most unique, authentic, fully human selves to work, and to be able to bring their strengths to life in everything that they do. To be a company with integrity, Strengthscope has to be the change we want to see in the world.



## Growth Mindset

We are curious, we embrace challenges, and we value failing fast to grow our learnings and experience. We want our people to stretch and experiment, #KeepingItSimple in their ways of working to achieve great results and #DeepeningConnections through their strengths self-awareness journey and collaboration.



## Vision for the World

Strengthscope is an ambitious business that is embarking on an exciting growth challenge. We are in our best position yet to seize the opportunities that lie in the market. It is through upholding our values of #ChangingLives and #WithYouAllTheWay in every interaction that we deliver the best outcomes for our customers. Chasing those opportunities starts with a bold ambition.

## Don't just take our word for it!

Here's what our Sales team members have to say ...



## Still not convinced? Why not...

- Click [here](#) to see the latest life 'behind the scenes'
- Get the detail behind our flexible working policy via [Flexa](#)
- Read firsthand employee experiences on [Glassdoor](#)
- Learn about our approach to [Diversity, Equity, & Inclusion](#).