



BUSINESS DEVELOPMENT LEADER

It's not often something new comes along in business. It's even rarer in this modern age when that new idea is focused on helping businesses win by making real, authentic human connections. One of those rare moments is happening right now and we're looking for a seasoned business development leader to help us capitalize on it.

The [REALationships™](#) program from Civilis Marketing, backed by the dynamic new book [Clicksand: How Online Marketing Will Destroy Your Business \(And The Unlikely Secret To Saving It\)](#) by Civilis CEO Bill Troy, is a new, unique offering that helps businesses win through the initiation and nurturing of genuine business relationships (without resorting to the tricks and gimmicks that are all too prevalent in the marketing world these days).

We are looking for a business development leader who is energized by the opportunity to sell something they believe in and wants to lead the crusade to bring REALationships™ to the many businesses who need it now more than ever.

The number one criterion for success in this role is a passion for and belief in the [Clicksand](#) and [REALationships™](#) philosophy. If you love sales, love helping businesses win, and love our philosophy, we should get to know each other.

POSITION OVERVIEW

Primary responsibilities include prospecting for and generating leads, qualifying prospective clients, and closing sales via outbound and inbound sales and marketing campaigns; meeting sales targets (in overall revenue, number of new clients acquired, amount upsold to existing clients, profitability by client); ascertaining client business challenges, determining client goals, needs and desires, and designing proposals for marketing services that meet the prospect's business goals/needs/desires.

Secondary responsibilities include gathering and inputting information regarding potential clients into the CRM software, documenting the status of all sales calls/meetings, and completing appropriate paperwork regarding the sale.

Success will be determined based on

- Meeting and exceeding sales and profitability targets

REQUIRED QUALIFICATIONS

- Minimum 3 years' experience in outside business-to-business sales
- Successful track record closing new business and exceeding sales targets
- Demonstrated proficiency in Windows PC applications, including Microsoft Outlook, Microsoft Office (Word, Excel)



- Demonstrated proficiency in CRM system, preferably Salesforce
- Excellent verbal and written communication skills, excellent listening skills, excellent grammar, professional phone voice

PREFERRED QUALIFICATIONS

- Experience selling enterprise-wide solutions
- Bachelor's degree or equivalent work experience in marketing, business or other related field
- Experience working in a home-based virtual office environment, or telecommuting

REQUIRED COMPETENCIES - POSITION

Empathy

Genuinely cares about people; has a respectful understanding of what others are experiencing; judges others by their own standards; senses others' feelings and perspectives and takes an active interest in their concerns; wants the best for others; demonstrates compassion; seeks to help others deal with problems.

Influencing/Persuading

Able to make good/persuasive arguments to persuade/influence audience; develops and uses subtle strategies to influence others; works to make others feel ownership in one's own solutions; identifies key decision makers on issues of concern; develops and effectively uses networks, inside and outside of the business; uses intuition to anticipate potential barriers and overcome them proactively.

Intellectual Horsepower

Is bright and intelligent; deals with concepts and complexity comfortably; described as intellectually sharp, capable and agile.

Listening

Practices attentive and active listening; responds to statements and comments of others in a way that reflects understanding of content and context as to what was said; has the patience to hear people out; can summarize and be respectful of the opinions of others even when he/she disagrees.

Negotiating

Can negotiate skillfully in tough situations with both internal and external groups; can settle differences with minimum disruption to business, or internal and external clients; can win concessions without damaging relationships; can practice diplomacy while achieving desired business results; quickly gains the trust of parties involved in the negotiations; has a good sense of timing.



Organizational Agility

Knowledgeable about how organizations work; knows how to get things done through both formal channels and informal networks; understands the origin and reasoning behind key policies, practices, and procedures, understands organizational cultures.

Perseverance

Pursues all tasks with energy, drive, and a sense of urgency; does not willingly abandon a task prior to completion despite resistance or setbacks; follows through on commitments; does what he/she says he/she will do.

REQUIRED COMPETENCIES - COMPANY

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers; gets first-hand customer information and uses it for improvements in products and services; makes customers and their needs a primary focus; initiates and builds strong relationships with customers to develop trust and credibility.

Dealing with Ambiguity

Adjusts style and approach to suit situations that involve rapidly challenging tasks, shifting priorities, unforeseen obstacles, and simultaneous demands or transitions into new assignments; can decide and act without having the total picture; is not upset when things are up in the air; does not have to finish things before moving on; can comfortably handle risk and uncertainty.

Drive for Results

Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom-line oriented; steadfastly pushes self and others for results.

Problem Solving

Uses logic and creative methods to solve difficult problems with effective solutions; conducts an objective analysis of the issues at hand and looks beyond the obvious for the best possible solution; able to analyze all options and arrive at the most effective course of action.

Quality Orientation

Promotes and maintains high standards of quality at work; applies discipline and a detail orientation to work activities and constantly looks for ways to improve the quality of products or services; encourages others to have high quality standards in their work.



Self-Development

Demonstrates eagerness to grow professionally and personally; makes constant effort to improve skills and performance; learns from previous experience and mistakes and applies lessons to improve future performance; accepts constructive criticism and uses it to enhance performance; initiates project debriefs to clarify learnings (both what worked well and what could be done more effectively in the future); consults relevant sources (e.g., appraisals, reports, videos, customer feedback) to get insight into his or her own performance.

Self-Motivation

Sets clear personal goals and timelines for achieving results; works through processes with little or no follow up; effective within a virtual workplace; able to manage time effectively.

Teamwork

Works collaboratively with others to achieve team goals and objectives; has enthusiasm for the organization and commitment to its cause; stands behind the organization's ideals, vision and mission; knows when to put aside differences for the common good.

Written Communications

Is able to write clearly and succinctly in a variety of communication settings and styles (including e-mail); tailors communications, formal or informal, to the level and experience of the audience; can get messages across in a manner which achieves the desired effect; uses appropriate writing styles consistent with organizational guidelines and norms.

COMPENSATION AND BENEFITS

- Solid base plus generous commissions without cap
- Medical and dental insurance coverage, with generous employer contribution toward monthly premiums
- Unlimited vacation policy
- Virtual working environment and flexible work schedule
- Company-provided laptop or tablet and monthly connectivity allowance
- Company-paid professional development opportunities

If this sounds like you, please send a resume and cover letter explaining why you're the perfect fit to busdevspecialist@civilismarketing.com