

Company - Success Pact Consulting Private Limited  
Job Title – Business Development Manager  
Location - Noida, Uttar Pradesh  
Job Type - Full-time (Work from Office – 5 days in a week)  
Required Experience – 7 - 10 Years

### Position Summary

The “Business Development Manager” will take on a strategic role, combining high-level planning with hands-on execution. This role requires a dynamic individual who can manage both the big picture and the finer details, working from the ground up to drive business growth. You will be responsible for leading a team, managing a client portfolio, and implementing strategies that align with the company’s objectives. This position involves actively engaging in lead generation, client acquisition, market research, and team management while maintaining a strong focus on achieving long-term business goals.

### Responsibilities

#### Strategic Leadership and Planning:

- **Develop and Implement Strategies:** Create and execute strategic plans to drive business growth and achieve revenue targets. Align these strategies with the company’s overall objectives.
- **Ground-Level Involvement:** Take a hands-on approach in executing business development activities, from identifying prospects to closing deals, ensuring that strategies are effectively implemented on the ground.
- **Cross-Functional Collaboration:** Work closely with other departments, including delivery, marketing, operations, and finance, to ensure that business development initiatives are well-coordinated and integrated across the organization.

#### Lead Generation and Market Research:

- **Proactive Lead Generation:** Identify and engage potential clients through various channels, including online platforms, industry events, and professional networks. Build and maintain a strong pipeline of leads.
- **Market Research:** Conduct in-depth research to understand market trends, competitive dynamics, and client needs. Use this information to inform strategic decisions and enhance the company’s offerings.

#### Client Acquisition and Portfolio Management:

- **Client Engagement:** Actively engage with prospective clients, understand their recruitment needs, and propose tailored solutions. Lead negotiations to secure new contracts and ensure client satisfaction.
- **Client Onboarding:** Oversee the onboarding process, ensuring a seamless transition and alignment with client expectations. Act as the main point of contact during the initial stages of the client relationship.
- **Portfolio Management:** Manage and nurture a portfolio of key clients, identifying opportunities for upselling and cross-selling, and ensuring long-term partnerships.

#### Team Leadership and Development:

- **Lead and Mentor:** Manage and mentor a team of business development executives, providing guidance and support to help them achieve their targets. Lead by example, taking on both strategic and operational responsibilities.
- **Set Team Targets:** Establish clear team goals and work closely with team members to achieve them. Monitor progress and provide feedback to ensure continuous improvement.

- **Team Building:** Foster a collaborative and motivating environment, encouraging innovation and professional growth within the team.

#### **Data Maintenance and Reporting:**

- **Data Management:** Ensure accurate and up-to-date maintenance of client and business development data in the CRM system. Use data analytics to track performance and inform decision-making.
- **Reporting:** Prepare and present regular reports on business development activities, team performance, and client portfolio status to senior management. Use these insights to refine strategies and improve outcomes.

#### **Negotiations and Client Relations:**

- **Contract Negotiation:** Lead negotiations with clients, securing favourable terms that align with business goals. Ensure that agreements reflect the company's strategic objectives.
- **Client Retention:** Implement strategies to retain clients and reduce churn, maintaining strong relationships and ensuring ongoing client satisfaction.

#### **Market Awareness and Trend Monitoring:**

- **Trend Analysis:** Stay updated on emerging trends, technologies, and shifts in the recruitment and HR sectors. Use this knowledge to anticipate client needs and adjust strategies accordingly.
- **Brand Positioning:** Leverage market insights to position the brand as a leader in the recruitment industry, enhancing visibility and reputation through strategic initiatives.

#### **What is Required**

- Bachelor's degree in Business, Marketing, or a related field; MBA preferred.
- Proven experience in business development, sales, or client relationship management, with a strong focus on strategic planning and execution.
- Demonstrated success in managing a team and driving business growth from the ground level.
- Strong understanding of market dynamics, business development strategies, and client management principles.
- Excellent communication, negotiation, and leadership skills.
- Proficiency in CRM software, Microsoft Office Suite, and LinkedIn for business development purposes.
- Ability to work under pressure, manage multiple priorities, and meet deadlines.

If you are a motivated and results-driven professional with a passion for business development in the recruitment industry, we invite you to join our dynamic team. At Success Pact, you'll have the opportunity to make a significant impact, grow your career, and contribute to our continued success. Apply now to be part of a company that values innovation, excellence, and collaboration.