

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.