

## **WHY HR Support USA:**

As part of the Business Development team at HR Support USA, you will be offered a multitude of stimulating advantages within a dynamic company. HR Support USA is an organization that specializes in proving human resources services to small and mid-size companies.

As a human-focused company driven by a desire to change the world, HR Support USA offers a unique and rewarding professional experience.

## **The Role:**

The Regional Director of Business Development (RDBD) will be an entrepreneurial-minded, data-driven, business development professional who will develop and execute a clearly defined strategy that drives revenue growth and supports the delivery of best-in-class, client-focused human resources services. This position is responsible for leading HR Support USA business development strategy, partnering on innovation opportunities, and driving revenue growth.

The goal of this role is to grow HR Support USA revenue streams as well as expand and broaden HR Support USA's appeal to new and diverse market segments throughout the south Florida market including Dade, Broward, and Palm Beach counties. The role's three main objectives are: to generate, expand and optimize revenue growth, develop new opportunities, and support additional growth opportunities through strategic partnerships.

## **Essential Job Functions include:**

### **Business Development and Innovation - 85%**

- Directs the execution of the business development vision, strategy, plans and processes to drive sales, increase revenue, expand markets, and accomplish financial objectives.
- Creates development plans and forecasting sales targets and growth projections.
- Identifies and evaluates new markets, partners, channels, and customers.
- Develops and uses contacts and relationships within the industry, business environment, and customer base to understand and respond to competition, pricing, and service demand changes.
- Oversees the development of proposals and contracts for new business opportunities

and manages negotiations.

- Leads strategic marketing and operations planning with executive leadership team, setting objectives, and identifying methods to reach those goals.
- Identifies and researches opportunities in new and existing markets and develop relationships with industry stakeholders that provide value to clients and potential revenue for HR Support USA.
- Supports leadership in evaluating innovation opportunities and strategic partnerships.
- Develops, coordinates, and implements plans designed to generate business, increase existing business, and capture new opportunities.
- Leads and engages in the full sales cycle from researching/qualifying prospects and nurturing the relationship.
- Pursues innovative business ideas to maximize business sales and target partnerships with potential clients.
- Develops and executes HR Support USA's growth strategy to ensure consistent achievement of sales targets/goals.
- Creates and implements revenue optimization strategies.
- Communicates and negotiates with clients to land more profitable deals.
- Provides dedicated sales outreach to increase large-scale sign-on contracts.
- Ensures business development initiatives and related promotional materials are effectively executed.
- Collaborates with leadership to identify emerging trends, suggest solutions, and deliver those solutions.

#### Management - 15%

- Assists the executive leadership team in meeting the objectives of the department and organization.
- Develops the business development annual plan goals and budget to ensure organizational goals are met.
- Works with the executive leadership team to develop organizational goals, implementation plans, and internal policies and procedures to cultivate a positive workplace culture.

- Manages and leads business development team to ensure engagement and producing KPIs are met. He/She is accountable for total performance management of their team including selection, termination, performance reviews, salary administration, and career development.

### **Required Qualifications, Experience and Skills:**

- Requires a bachelor's degree in related field.
- A minimum of 10 years of previous inside sales experience in a B2B (business to business) environment offering HR or similar services.
- A minimum of 8 years of leadership experience.
- Experience building, managing and leading departmental sub-function within a broader departmental function.
- Experience in creating functional strategies and specific objectives for the sub-function and develops budget, policies & procedures to support the functional infrastructure.
- Deep knowledge of the managed sub-function and solid knowledge of the overall department function.
- Excellent verbal and written communication skills.
- Ability to work independently and manage time effectively.
- Ability to identify sales opportunities, qualify and convert leads.
- Knowledge of negotiation and sales techniques.
- Mastery of computer tools and customer relationship management software (CRM).
- Positive and go-getter attitude, results oriented and focused on customer service.

This job description is intended to give a general idea of the job responsibilities and requirements. Additional duties may be assigned to the incumbent based on the needs of the business.

HR Business Support - USA is an Equal Opportunity Employer and all applicants will be considered without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

Reviewed and accepted by:

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Carlos Maldonado

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Date