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## JOB DESCRIPTION

**Company:** PayCare Ltd

**Job Title:** Business Development Manager (Partnership and Merchants Management)

**Job Level:** Mid-Senior Level

**Department:** Business Development

**Position Type:** Full-time

**Job Location:** Hybrid

**Reports To:** Director of Business Development

**Supervisory Responsibilities:** None

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### Job Summary:

The Business Development Manager's purpose is to drive PayCare Limited's growth and success. The Business Development Manager creates value for PayCare Limited by promoting PayCare Limited's products and services and helps PayCare Limited maximize profits and stay ahead of the competition.

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### Job Focus:

The Business Development Manager researches and identifies new clients/customers, markets, and partnerships, and develops business opportunities that generate revenues. The BDM conducts high-level industry research to identify and secure new market shares, and develops sales and growth strategy. The BDM plans and implements market initiatives, sets goals, identifies growth opportunities, and develops strategies and plans for business growth. The BDM builds strong relationships with customers and partners, generates sales leads, negotiates clients' pricing, and increases/improves profitability.

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### Job Duties and Responsibilities:

- **Opportunity Identification:** Identify and pursue new business opportunities, exploring potential partnerships with merchants and other organizations.
- **Partnership Development:** Develop and nurture relationships with existing partners, ensuring mutual benefit and satisfaction.
- **Growth Strategy Implementation:** Drive growth strategies by developing initiatives that expand PayCare's market presence and improve service offerings.
- **Negotiation and Closing:** Negotiate contracts and agreements with partners, ensuring terms are favorable for both parties.
- **Market Analysis:** Conduct market analysis to identify trends and opportunities for new partnerships, adapting strategies as necessary to remain competitive.
- **Cross-Functional Collaboration:** Collaborate with other departments, such as marketing and sales, to ensure alignment in business development efforts.

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### Expected Outcomes:

- The BDM shall acquire **20 new clients** within a **6-month period**.
- The BDM shall generate a total revenue of **\$1,000,000** during a **quarter**.
- The year-on-year or quarter-on-quarter percentage increase in revenue must be equivalent to **15%**.
- The BDM shall achieve **90%** level of customer satisfaction and **80%** level of customer demand.
- **100 potential customers** must enter the sales pipeline within **3 months**.
- **\$1,000,000** total value of opportunities must be in the BDM's sales funnel.
- **30%** percentage of leads or prospects must be successfully converted into paying customers within **6 months** or the **25%** percentage of opportunities must result in closed deals.
- **45 days** average time must be taken from initial contact of a potential customer to closing the deal.
- **80%** percentage of clients must be retained, i.e., continue to do business with PayCare Limited over **1 year** period.
- The percentage of the total payment solutions market that PayCare controls should be **10%**.
- The BDM shall achieve successful entry and penetration of new markets; untapped markets.
- The BDM shall achieve successful identification and cultivation of partnerships with key/relevant organizations in driving mutual growth and creating synergies for PayCare Limited.

Quantifiable metrics or milestones to be provided in gauging success in meeting these expectations.

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### Required Knowledge:

- **Partnership Development:** Proven experience in identifying and securing strategic partnerships that align with business objectives. Demonstrated ability to negotiate and finalize partnership agreements.
- **Merchant Management:** Experience managing relationships with merchants, ensuring satisfaction and compliance with service level agreements. Skilled in onboarding and providing ongoing support to merchants.
- **Market Analysis:** Strong ability to analyze market trends and competitive landscapes to identify growth opportunities. Experience conducting thorough research to assess potential partners and their strategic fit.
- **Proposal Development:** Proven experience in developing business proposals and presentations for potential partnerships. Ability to convey value propositions clearly and persuasively to stakeholders.
- **Performance Tracking:** Experience in tracking and analyzing partnership performance metrics to ensure targets are met. Use data-driven insights to optimize partnership strategies and initiatives.
- **Cross-Functional Collaboration:** Proven ability to collaborate effectively with internal teams, including marketing, product, and customer support, to ensure successful execution of partnership initiatives. Engage with stakeholders to promote partnership goals and align on strategic priorities.
- **Networking:** Established network within the fintech and business development community. Experience attending industry events and conferences to seek new partnership opportunities.

- **Training and Support:** Ability to provide training and support to sales and marketing teams on partnership offerings. Share best practices and insights to enhance overall business development efforts.
  - **Strategic Planning:** Experience contributing to the development of long-term strategic plans for partnerships and merchant management. Assist in aligning partnership strategies with overall business objectives.
  - **Risk Management:** Ability to identify potential risks associated with partnerships and develop strategies to mitigate them. Ensure compliance with legal and regulatory requirements in partnership agreements.
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#### **Education:**

- **Bachelor's Degree:** A degree in Business Administration, Marketing, Finance, or a related field is required.
  - **Master's Degree (Preferred):** An MBA or equivalent advanced degree is highly desirable.
  - **Certifications (Optional):** Relevant certifications in business development, partnership management, or related fields can be an asset.
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#### **Required Competencies (Skills and Abilities):**

##### **Technical Skills:**

- Business Intelligence skills, Data Analytics Skills, Project Management Skills, Business Writing Skills, Sales Skills, Presentation Skills, and Knowledge of PayCare's products (product functions and performance).

##### **Technologies/Software:**

- Data Analysis tools (e.g., **Tableau, Power BI**), CRM (e.g., **Salesforce, HubSpot**).

##### **Methodologies:**

- Market research, market analysis tests, and Lead Generation.
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#### **Behavioral Competencies:**

- **Communication Skills:** Strong verbal and written communication skills for effective stakeholder engagement.
  - **Analytical Skills:** Excellent analytical skills to assess partnership performance and market dynamics.
  - **Negotiation Skills:** Proven negotiation abilities to secure favorable partnership agreements.
  - **Strategic Thinking:** Ability to develop and implement strategies that align with business goals.
  - **Interpersonal Skills:** Strong interpersonal skills for building and maintaining relationships with partners and merchants.
  - **Problem-Solving Skills:** Effective problem-solving skills to address challenges and optimize outcomes.
  - **Time Management:** Excellent time management skills to handle multiple projects and deadlines.
  - **Adaptability:** Flexibility to adjust strategies based on changing market conditions and business needs.
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### **What is Your Salary Expectation?**

Please state your salary expectations in figures:

1. \_\_\_\_\_ Per Annum
  2. \_\_\_\_\_ Per Month
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### **Apply Now:**

To apply, click the Link: <https://paycaretech.world/application-form>

**Thank you for your interest in PayCare, and good luck!**

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