



Position Title: Business Development Manager

Location: Lower Hutt, New Zealand. Role involves travel and national customer responsibilities.

Role Overview: Manages and develops business relationships and sales between the company and key customers.

Reports to: Managing Director

Responsibilities:

- Direct development and maintenance of professional business relationship/partnership with key customers through genuine empathy,
- Development and maintenance of a sales business plan and strategy,
- Allocation and monitoring of customer focussed tasks to colleagues and suppliers/partners,
- Ensuring sales and profitability targets are met or exceeded,
- Maintaining an accurate sales funnel & forecast,
- Ensuring the company is differentiated by the highest level of customer satisfaction in the industry,
- Development and implementation of marketing plans and activities/events,
- Proactive engagement in the industry to identify business opportunities, customers, suppliers, competitive intelligence and industry trends,
- Developing rapport and common goals with company suppliers/partners,
- Maintaining a close working relationship and team approach with colleagues.

Qualifications & Experience in more than one of the following:

- Demonstrated competence and understanding of professional selling and networking with a proven track record of achievement against targets,
- Several years professional experience using Electronic Test & Measurement instrumentation,
- Exceptional communications, presentation, negotiation and personal management skills, a strong business work ethic and positive attitude,
- Familiarity with one or more of the electronics manufacturing, telecommunications, defence, government research or education industries,
- A successful technical background within the professional electronics industry,
- Familiarity and understanding of the principles of instrumentation, measurement and calibration,
- One or more tertiary qualifications in relevant areas of electronics, business or marketing.

All the following General Skills & Requirements:

- Sets an example/benchmark in personal character, commitment, organisational & selling skills and work habits,
- Sound skills in English written and oral business language,
- Ability to readily develop rapport with others at all levels,
- Self-motivation, independence and time management skills,
- Undisputable professionalism, honesty and integrity,
- Stable emotional temperament & good physical health,
- High judgement skills and understanding of a win-win environment,

- Creativity, initiative and willingness to participate/support others,
- Excellent computer literacy with Microsoft Windows software applications
- Willingness to travel locally and internationally as required,
- Willingness to accommodate the variations in work hours required for a customer orientated business with international suppliers.

Specific Performance Measures:

- Proactively takes on responsibility to create personal challenge and achieve recognition,
- Consistently delivers outstanding results,
- Considered by senior management within customers as an integral part of their company's business success,
- Has exceptionally high percentage of time with, or in direct communication with, customers.
- Knows all significant projects and relevant contacts within key customers.
- Understands the markets for the company product range and can relate the benefits in terminology that the industry uses. Understands the current market issues, trends and needs, and continuously takes them into account when offering advice and making decisions.

Specific Sales Skills:

- Fosters a symbiotic relationship with customer management. Perceived as a consultant and able to influence direction and strategy of the customer. Focus is directly related to customer's business goals,
- Proactively creates and develops strategic opportunities whilst being able to demonstrate the benefit to customers,
- Proactively seeks ways to share business best practices with customers and leverages the information to help improve internal processes and build the strategic relationships with customers and suppliers,
- Constantly differentiates themselves and RF Test Solutions. Uses resources and personal attributes to create distinction,
- Presents solutions to business issues and not just products. Converses at business issue level,
- Can generate & deliver outstanding customer presentations generating substantial audience interaction. Excellent at handling questions,
- Projects confidence and credibility in the messages communicated internally and with customers. Is recognised by the customer as having "industry insight" and business acumen.

Specific Planning & Teamwork Skills:

- Efficiently uses RF Test Solutions resources to pursue opportunities that results in profitable business for RF Test Solutions and customer (Win/Win),
- Decisions reflect a long-term perspective versus a short-term gain. Constantly assesses the situation and implements changes to improve,
- Can handle large complex opportunities and situations confidently & professionally including proactively in ensuring all the people involved are well informed. Prepared to accept ultimate responsibility and accountability.
- Participates in decision making process and accepts/supports agreed outcomes,
- Resolves conflicts in a way that enables all parties to move forward with positive results.

Specific Judgement Skills:

- Exceptional competence in exercising judgement in use of company resources, time and geographic management, customer qualification and satisfaction. Absolute minimal need for supervision,
- Makes sound decisions quickly and confidently, without all data when necessary. Knows what information is vital to make a sound decision,
- Only invests time where and when there is real benefit and opportunity. Allocates required resources to get the right outcome.

Travel & Commitment Requirements:

- Flexible working day willingly extended or varied as required for customer commitments and work load. Does everything to have maximum availability to customers. Regular travel to customers, training and trade show/seminar events.

Employment Package Content

- A highly competitive OTE (On Target Earnings) package with a base salary and commission based on agreed targets/measures,
- Reimbursement for business running of private vehicle,
- Mobile phone with data and call plan,
- The option to become a shareholder in RF Test Solutions may be offered to the right candidate.