

**About us:** Zest Technology Ltd provides the technology of choice for many of the UK's leading Companies and Benefit Consultants, delivering ground breaking, flexible, device independent, secure software for employees to access and manage their pensions and other employee benefits. Our client base includes major household names such as Lloyds Bank, Hargreaves Lansdown, Aviva, LinkedIn and Unum, to name but a few.

Our flagship product for employee benefit communication is built using state of the art technology and Agile development practices. We are focused on delivering secure, high performing and fully scalable software. Our modern approach includes structured architecture design; product management; Agile software development; QA practices and project management.

We pride ourselves on having a highly skilled team of people who actively engage closely with our clients to ensure that we continue to understand their needs and offer the leading software for employee engagement. Our core values of Trusted, Collaborative and Exceptional run deep through our culture.

**About the job:** The Business Development Manager (BDM) will be accountable for achieving sales from direct sales activity by prospecting to identify new sales opportunities with corporate clients, selling to HR & Finance personnel. They will also be responsible for a number of key accounts and developing business from these. Sales activity will be focused on flexible benefits and technology solutions.

**Reports to:** Sales Director

#### Areas of Responsibility:

- Generate targeted levels of new name revenue
- Build grow develop and manage pipeline
- Drive and execute all sales plans agreed with Sales Director
- As required support resellers with direct client acquisition
- Manage own pipeline and territory and produce accurate forecasts.
- Initiate, plan, and facilitate account sales meetings

#### Key Competencies and Skills required for the role:

Competency title	Brief description
Communication and Interpersonal	Strong communication skills are essential. They are required in order to communicate, present, assert and speak to all the different stakeholders involved.
Collaboration	Collaboration is required with multiple parties from inside and outside the company. Ability to build relationships, influence, manage conflicts and navigate through office politics in order to get things done.
Negotiation and Persuasion	Tactful and diplomatic at all times, with the ability to identify when to compromise and when to take a stand. Can persuade prospects to do what needs to be done.
Project Management	Able to set goals, plan and manage risks involved, calculate budgets, cost, and time.

## Business Development Manager

Business Intelligence	Know all about Zest product and services. Know everything about the competition to provide you with the leverage you need to surpass them. Understand our competitive advantages and USPs.
IT	Adept in using all standard MS Office systems and other Zest management and communications tools.
Drive and Energy	Self-starter, able to work under their own initiative and achieve their objectives. Highly effective at completing work on time. High levels of drive, energy, enthusiasm and integrity.
Values	Able to live and breathe the Zest Values of Exceptional, Collaborative, Trusted, Game Changers, focussed on an excellent client experience.

### Experience/Skills Required:

- Minimum 3 years personal over target sales achievement, in an application software role.
- Experience of software solution sales to C suite in the order value range £50k to £5m.
- Proven track record in sales of HR, employee benefits or financial software.
- Proven track record of successful lead generation from their own sales activities.
- Experience selling products face to face and via online presentations.
- Formal training by recognised body in advanced sales skills, including negotiation and presentation.
- Proven ability to manage own pipeline and territory and produce accurate sales forecasts.
- Excellent verbal & written skills. Able to speak confidently and with authority in public.
- Excellent negotiation skills. Able to negotiate contracts at a commercial level.
- Strong team player, able to put the needs of the company before personal needs.
- Strong understanding of technology and technology sales and the boundaries of technology.
- High levels of drive, energy and enthusiasm.
- Ability to prioritise and multitask demands.
- Self-starter able to work with their own initiative.

### Desirable Experience/Skills Required:

- Minimum 1 year personal experience of successful major account selling.
- Minimum 1 year personal experience of successful key account management.
- Degree or other form of higher education in a business-related topic.
- Formal training by recognised body in strategic account sales.
- Understanding of the employee engagement industry

### Additional Information:

- Competitive Salary, with comprehensive range of Flexible Benefits
- Normal working hours 37.5 as per T&Cs
- Location: Leatherhead House, Station Road, Leatherhead, Surrey, KT22 7FG