

# **TDM - Business Development Executive (BDE): Employer Engagement**

## **Who Are You?**

You should apply for this post if:

- you genuinely want to help people and businesses
- you would never, ever want to mis-sell a product or service to the wrong customer
- you recognise that technologies (from the wheel, through the biro to a modern software system) can enhance the human experience if it is ethically deployed
- you believe in the value of meaningful and relevant work-based learning (as opposed to decontextualised classroom tuition)
- You have probably an evidenceable track record of success in one or more previous sales roles: internal and / or external
- you are definitely not afraid of systematically and assiduously prospecting for brand new business contracts
- you are highly literate and eloquent
- you can learn quickly
- you understand that minimum targets must be achieved in any sales role - for the sake of the company (ie your colleagues)
- you are ambitious and you want to smash your lagging kpi targets
- you want to earn a LOT of money (doing well by doing good)

## **Job Description**

You understand that all employers today are Tech and Digital Employers. You will help employers to benefit from our coaching (and also from attractive government financial incentives) as they mentor new and existing staff towards the achievement of Tech Partnership Accredited Apprenticeship Standards and Apprenticeship Frameworks. NB Apprenticeships are for all employed adults aged 16-65. You will also generate income for TDM by helping:

- TRAINEES aged 16-18 who are actively seeking an employed position in ICT, Tech and / or Digital industries.
- people who are striving to achieve SOME or ALL of the industry certifications associated with Tech Partnership accredited qualifications, standards and frameworks.

You must also generate revenue for TDM by finding employers who can benefit from our range of complementary services:

- VLE Middleware
- LearnIT-e Consultancy
- Open Source Software Services

If you expect to earn a higher end BASE salary you must also be confident enough to:

- Inspire, lead, manage and develop other team members

- be able to project manage an employer who wishes to develop and deliver skillsets / apprenticeships which are not exclusively Tech and Digital (eg leisure industry or agricultural skillsets)

You will submit a weekly activity report. You will attend general meetings and team meetings as scheduled.

At Monthly Individual Capability Review Opportunities (MICROs) you will renegotiate your default calendar, default diary, sales cookbook, sales playbook, input kpis, training & self-development focuses, financial bonuses available and also renegotiate your leading KPIs for the month ahead.

Sales Cookbook behaviours can include all or any of the following (non-exhaustive) list of deliverables:

- Campaigns
- Social Media Marketing And Leads Generation
- Cold Calling
- Telesurges On A Contacts Database
- LinkedIn Contacts And Referrals
- Requesting And Following Up Referrals From Existing Clients & Contacts
- Employer Walk-ins (eg Tech Parks)
- Employer Visits / Appointments
- Pain Funnel / Question-based Value Proposition Selling
- Referral Agent Relationships
- Interviewing Job Applicants
- Delivering Employability Training Sessions
- Delivering Job Search Training Sessions
- Breakfast Meetings, Exhibitions, Network Events, Etc.
- Corporate Proposals
- Corporate Quotes
- Corporate Presentations
- Tender Submissions (with Help)
- Training Needs Analysis
- Organisational Impacts Needs Analysis
- Account Management And Upsell
- Sales & Crm Administration
- Sales & Marketing Strategy Evaluation
- Delivery Programme Impacts Appraisal
- Observation And Feedback Of Peers
- ...and More....

### **Salary**

Base Salary = £18k - £30k dependent upon: \*\* Prior Experience, References and Proven Track Record in Sales \*\* Experience in Sales of Apprenticeships or Virtual Learning Software / Learning Consultancy \*\* Delivery Coverage range / flexibilities.

Generous Financial Bonuses = negotiated monthly + paid on behavioural achievements and on sales revenues achieved beyond LAGGING KPIs. You will be offered a clear Bonus Structure for your first 6 months at TDM during your formal interview Stage 4.

Benefits = pension, 24 days annual leave + 8 bank holidays, timetable flexibilities, 5 sick days allowance (after 12 months) mileage paid, expenses paid if overnight travel is required. (Overnight travel must be delivered if required by the company). Company financed training courses and certifications (subject to CPD policy).

### **Interview Process**

The interview process at TDM follows three phases. Phase 1 = Qualification, Phase 2 = Selection, Phase 3 = On-Boarding.

Phase 1, The Two-Way Qualification Process:

Stage 1 = Submit CV for our review

Stage 2 = If selected, submit Application Forms

Stage 3 = If selected, submit Job Role Questionnaire & Devine Analysis

Stage 4 = Site visit + informal 2-way "cafe" Q&A Interview (appx one hour - in order for both parties to decide whether or not to progress to the selection phase)

**Please feel free to call Derrin Kent; MD TDM if you have any questions or concerns regarding any of the above - Mob: 07792 569 415, Office: 0333 10 100 40.**