

CARO Analytical Services is an employee-owned environmental, cannabis and food laboratory that provides professional analytical testing services to public and private clients throughout Western Canada. Whether supporting a client cleaning up a contaminated site, providing water quality data to ensure Canadians have access to clean water, or supporting the government in testing our food source for potential pesticide exceedances, CARO provides the data essential to the success of these programs. CARO also happens to have an awesome corporate culture thanks to a great team of employees and scientists who take their jobs seriously, but not themselves: *We are charismatic scientists, driven to make the world safer and healthier.*

CARO has grown dramatically in past years, adding new business lines and locations. We are currently looking for a Corporate Business Development Manager to prepare our sales strategy for the next phase of expansion. This position with CARO provides a unique opportunity for an exceptional business professional to make their mark on the industry. If you are a confident go-getter driven by success, business development and continual improvement, we want to hear from you!

DESCRIPTION: National Business Development Manager – Richmond, BC

We are looking for a Business Development Manager with a keen understanding of the laboratory industry's competitive landscape and unique market trends to lead our sales team to success across all our current and future lines of business. Reporting to the Director of Sales & Service, your responsibilities will include, but may not be limited to:

Business Plan Development & Implementation

- Formulate and implement business strategy for the corporate sales team.
- Create and lead the team to sales goals and objectives.
- Contribute to the company strategic business plan.

Sales Strategy

- Set targets, performance plans, and rigorous, objective standards for our sales market leads.
- Work with Sales Market Leads to determine and assign sales quotas, targets, and/or goals. Project and forecast annual and quarterly revenue for all sales groups.
- Keep up to date on current market trends to build and execute new and original sales strategies.
- Analyze sales data and develop plans to address performance gaps.
- Collaborate with marketing to develop strategies for lead generation and retention.
- Monitor competition, economic indicators, and industry trends.

Customer Liaison

- Maintain a thorough understanding of customer needs and preferences.
- Maintain strong connections with key clients and perform client visits as needed.
- Resolve escalated customer issues and customer complaints regarding sales and service.
- Provide advanced negotiation expertise.

People Management

- Hire, train & motivate staff: set goals, review performance, and assess training needs at least annually.
- Coach, mentor, and develop staff. This includes career development planning, providing regular feedback, and empowering the team through appropriate delegation of tasks.

QUALIFICATIONS:

- University or College degree/diploma in related discipline.
- 5+ years of experience in a supervisory role.
- 8+ years of experience in a laboratory environment is preferred.
- In-depth understanding of the laboratory industry's competitive landscape and market trends.
- High achieving, ambitious, and results oriented.
- Innovative, generating original solutions and lots of ideas.
- Decisive and comfortable making decisions quickly.
- Proven leadership skills and attributes: Ability to motivate a team and delegate responsibilities.
- Strategic planning/thinking and implementation abilities.
- Negotiation, influencing and conflict resolution skills.

CARO Analytical Services offers work-life balance, attractive potential for career advancement, competitive remuneration, extended health & dental benefits, RRSP, and DPSP. If you aspire to a career with a thriving, fast-paced and growing company with top quality people, we encourage you to consider CARO!

Please email your resume to hr@caro.ca and put "BDManager" in the subject line.

