
Title: Business Development Manager – Staffing Services

Regions: Germany, Netherlands, UK

Company Overview

People2.0 is the world's largest global employer of record (EOR) and agent of record (AOR) services platform, created exclusively to serve the talent ecosystem, including staffing agencies, search and recruiting firms, individual recruiters, mass talent procurement organizations, and compliance, contracting, and consulting companies.

People2.0 enables talent providers, large and small, to place anyone in any work arrangement, anywhere— simply, quickly, and compliantly. Our global team is dedicated to helping our customers expand their value proposition, optimize opportunities to access the global talent pool, and create a borderless world of unlimited growth for their business.

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Position Overview

The Business Development Manager (BDM) – Staffing Services is responsible for new business strategy and revenue generation. The BDM will be responsible for driving sales results for the Company's staffing line of business through building the sales strategy, devising sales tactic, and creating and selling new business. Strategic selling skills are imperative as the position will have significant contact with senior level executives and prospective clients.

In a direct reporting relationship, they work with the Vice President of Business Development in executing on a sales plan which provides a clear roadmap to achieving the region's and staffing segments sales goals. This individual will be responsible for developing regional sales solutions strategies to increase long-term market share.

The Business Development Manager will need a broad perspective and regional experience in the staffing services industry. The market landscape and opportunity in EMEA is significant and will require the successful candidate work collaboratively with the regional functional leaders in executing and delivering on client requirements.

The Business Development Manager is a brand ambassador, they will strive to increase the exposure of the People 2.0 brand across the EMEA region. This includes building relevant industry relationships and working closely with the global and regional People 2.0 marketing teams to build targeted campaigns that drive brand awareness and maximize business development opportunities. This position would require travel across EMEA and would ideally be based out of one of the company's European offices (London, Amsterdam, Berlin, or Marin, Switzerland).

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Role Responsibilities

- Develop plans and strategies for generating new business and achieving the company's revenue goals and sales quotas.
- Research and identify potential new business leads.
- Manage pipeline data in a sales database; analyze market opportunities and target prospects.
- Lead consultative discussions with staffing company owners and C-level executives to target and convert leads into prospects.
- Ability to knowledgeably speak to industry trends, changes, and challenges with senior level business owners.
- Understand company resources and strengths and collaborate with internal team members to develop and sell solutions that address customer's objectives.
- Develop trusted relationships with business owners and participate in closing strategic opportunities.
- Develop sales strategies, create cost analyses/proposals for business owners, and provide detailed sales forecasting.
- Monitor customer, market and competitor activity and provide feedback to VPBD and other company leaders.
- Effectively manage, document, and archive all sales activities within company CRM.
- Lead presentations and proposal meetings.
- Demonstrate a successful track record of managing a B2B sales cycle from beginning to close
- Work closely and collaboratively with internal departments and SME's, such as, Finance, Risk, Legal, Human Resources, Marketing and Operations
- Strong ability to review and negotiate complex contracts for terms and financial components, in partnership with Legal Department
- Leverage data to drive and adapt go-to-market strategies and tactics that drive profitable growth.
- Utilize market and client research to provide strategic insight for brand development and market positioning

Qualifications & Experience

- Bachelor's Degree in business management or relevant field
- Four-year degree along with 5-7 years of B2B sales experience with successful track records
- Self-motivated with prior successful experience in complex sales of an intangible service
- Track record of consistently achieving revenue, profit, and market share targets
- Prior experience in a B2B services business, preferably professional services, ideally PEO, HRO or similar
- Prior experience selling intangibles to the contingent workforce services sector
- Knowledge of staffing industry, software & technology
- Ability to thrive in a fast-paced environment that requires high levels of agility and collaboration
- Experience in reviewing and negotiating complex contracts, in partnership with finance and legal partners
- Exceptional leadership skills including the ability to lead teams through transformational change and integration
- Highest level of ethical standards
- Exceptional written and oral communication skills
- Experience utilizing technology and analytics as an integral part of the sales execution and management process

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People 2.0 is committed to providing equal employment opportunities to all associates and applicants without regard to race, color, national origin or ancestry, citizenship status, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, physical or mental disability, age, veteran status, uniformed servicemember status, gender identity, genetic information (including testing and characteristics) and any other characteristic prohibited by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers. In furtherance of this commitment, the Company is committed to providing a work environment that is free of prohibited harassment. As a result, the Company strictly prohibits sexual harassment and harassment against applicant and employees based on any legally recognized status, as defined above, or any other status protected by federal, state, or local laws.