

Job Title: Business Development Director
Department: Business Development
Reports To: Global VP of BD
FLSA Status: Exempt
Environment: Drug Free Workplace

Position Summary:

The Business Development (BD) Director's focus is acquiring new clients and driving upsell/cross-sell opportunities within the initial account hold period. This role involves active prospecting, tailored sales pitches, and managing a personal pipeline to achieve growth targets. The BD Director will stay informed on market trends, attend industry events, and monitor competitors to uncover new opportunities for Revenew. Responsibilities also include negotiating contracts, ensuring they align with financial goals, and facilitating a smooth client handoff to Account Management. This role requires a proactive, adaptable, and results-driven approach, leveraging tools like HubSpot and working closely with company Leadership to meet annual growth objectives.

Essential Duties and Responsibilities:**Client Acquisition:**

- Focus on landing new clients as the main priority and driving upsell/cross-sell opportunities during the initial account hold period.
- Research prospects to understand their needs and then develop a strategic plan (tailoring proposals, pricing, and sales pitches effectively) to engage with that prospect.
- Follow the sales cycle and process closely, managing your pipeline and handling individual leads assigned by BD Leadership.
- Represent all Revenew service lines and use tools like HubSpot to move deals through the sales process efficiently.
- Update BD Leadership on key accounts and strategies to overcome challenges, keeping aligned with growth goals.
- Meet annual growth targets and respond to RFPs with support from BD and Operations teams.
- Be proactive, adaptable, and focused on achieving results.

Prospecting and Market Knowledge:

- Continuously identify and reach out to potential clients, keeping the pipeline full.
- Create new leads by mining LinkedIn, attending conferences, networking events, and stay engaged with industry trends to spot new opportunities for Revenew.
- Keep track of competitor activities, providing regular insights on the market and helping position Revenew competitively.
- Use data to prioritize high-potential prospects and stay informed about new developments that can support client needs.



BD Director/Hunter Job Description

Contract & Financial:

- Help draft and negotiate contracts, making sure commercial terms meet client needs and align with revenue goals.
- Work closely with legal and operations teams to avoid risks in deals, while also communicating financial impacts of contracts to meet profit targets.
- Understand pricing structures and work with clients to find mutually beneficial solutions.
- Ensure all contracts comply with company policies and protect the interests of both parties.

Other Responsibilities:

- Make sure landed clients transition smoothly to the Account Management team for ongoing support.
- Update CRM systems, support marketing efforts, manage social media, and handle internal reporting as needed.
- Work with marketing to align on messaging and campaigns that support BD efforts.
- Build strong client relationships and seek introductions to peers or referrals to help grow Renew's client base.

Qualifications:

Education/Experience:

- Bachelor's degree in Business Administration, Sales, or relevant field
- At least 10 years of consultative BD experience selling to the C-Suite at a national/enterprise level
- Proven track record of exceeding sales targets
- Must have exceptional networking skills; a natural networker able to develop client relationships at all levels
- Demonstrated ability to communicate, present, and influence key stakeholders at all levels of an organization, including executive and C-Level sponsors
- Preference will be given to candidates with an existing base of executive-level contacts/relationships at prospective client companies
- Proficient with common CRM software, such as Salesforce, HubSpot, ZoomInfo, etc.

Language Ability:

Dynamic personality with exceptional communication, negotiation, and presentation skills while being an active listener.

Computer Skills:

Strong working knowledge of computers, Microsoft Office Suite, and applicable CRM tools.

Traveling Demands:

Travel is required with an average of 40% - 60% of time may be spent traveling to visit clients to perform the above-described roles and responsibilities. Company will reimburse for business-related travels as described in Renew's Travel and Business Expense Guidelines.



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Compensation:

Competitive base salary commensurate with experience and incentive bonus program, which is based on individual performance.

Pre-engagement requirements:

Renew International is a Drug Free workplace. All employees and contractors are required to successfully complete background checks and drug tests as part of the pre-employment screening process and prior to starting work for the Company.

E-Verify:

Renew participates in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S. If E-Verify cannot confirm that you are authorized to work in the U.S., Renew is required to give you written instructions and an opportunity to contact Department of Homeland Security (DHS) or Social Security Administration (SSA) so you can begin to resolve the issue before the employer can take any action against you, including terminating your employment. Employers can only use E-Verify once you have accepted a job offer and completed the Form I-9.

Company Description:

Renew International is a professional services consulting firm specializing in five complementary services – Contract Compliance Reviews, Supplier Payment Reviews, Sales Tax Recovery, Severance Tax Consulting, and Performance Improvement engagements. Headquartered in Houston, TX, the company offers its services across North America. In its 25-year history, Renew has successfully performed thousands of engagements throughout the U.S., generating more than two billion dollars (\$2B) in revenue, cost recovery, and cost reduction benefits for our clients.

*Financial Results * Customer Service * Employee Recognition * Community Involvement * Spiritual Development*

The above job description is not intended to be an all-inclusive list of duties and standards of the position. Incumbents will follow any other instructions, and perform any other related duties, as assigned.

Contact Information:

Renew International, LLC
Attn: Karina Tran
9 Greenway Plaza, Suite 1950
Houston, TX 77046
ktran@renew.com
281-276-4514 Direct