

## JOB DESCRIPTION

**JOB TITLE:** Director of Business Development

**EXEMPTION STATUS:** Exempt

**DEPARTMENT:** Business Development

**EEO-1 STATUS:**

**PEOPLE LEADER:** Chief Strategy Officer

**JOB SUMMARY:** The Director of Business Development is responsible for managing and leading the Business Development Team as they pursue qualified prospects using varying methods, including networking, in-person meetings, cold calling, cold email, etc. The Director of Business Development will be responsible for motivating the Business Development Team, designing strategic Business Development plans, and assessing costs and competition. In addition to being an excellent communicator, they must also demonstrate exceptional negotiation and leadership skills. The Director of Business Development will oversee the Business Development Team as they work to bring new partners into the EASE Logistics portfolio of customers. These new customers should fit into the EASE Logistics model of companies desiring high levels of communication, responsiveness, and relationships.

### **ESSENTIAL DUTIES**

- **Leadership and Accountability:** Lead the Business Development team with accountability, covering operational needs and collaborating with Marketing for impactful customer presentations.
- **Revenue and Market Strategy:** Achieve load volume, margin and revenue targets, leveraging market knowledge for competitive rates and strategic customer solutions.
- **Sales-Operations Synergy:** Consistent communication between operations and business development to ensure continuity between customer expectations and execution.
- **Cross Department Collaboration:** Work with supporting departments, including Marketing, Operations, etc., to drive business development strategy initiatives and ensure alignment on goals.
- **Execute EASE Customer Journey:** Conceptualize and implement aspects of the EASE Customer Journey, ensuring alignment with service models and service levels.
- **Business Development:** Support team to capitalize on opportunities, driving growth and stability through effective resource utilization and customer education on EASE services.
- **Industry Engagement:** Represent EASE at industry events, meetings, and conferences to prospect and promote the brand.
- **CRM and Reporting:** Diligently update CRM, track customer performance, and report ROI on marketing and sales activities.
- **Problem Solving:** Address customer issues and operational inefficiencies proactively, maintaining high service standards.

### **LEADERSHIP AND SUPERVISORY RESPONSIBILITIES**

- Responsible for providing management, leadership, mentorship, direction, feedback, and support for team members.
- Responsible in assisting with the onboarding, education, and development of new team members when they join your team.

### **PROFESSIONAL**

ADDRESS:	EASE LOGISTICS 5725 AVERY RD DUBLIN, OH 43016
MAIN:	614-553-7007

- Ability to adapt and work in a fast-paced environment.
- Build and foster an environment of teamwork, integrity, and leadership.
- Communicate, written and verbal, in a manner that is respectful, professional, and polite.
- Demonstrate efficient time management skills by being punctual and reliable.

### **WORK ENVIRONMENT**

- The physical environment requires the employee to work in an open office setting with regulated temperatures, where many people are on the phone for long periods.

### **PHYSICAL DEMANDS**

- Sitting or standing at a desk, typing, looking at multiple computer screens, and responding to inbound/outbound phone calls, emails, and instant messages throughout the day.
- Occasionally may need to bend, stand, or lift up to 10 lbs.

### **POSITION TYPE AND EXPECTED HOURS OF WORK**

- This position is full-time. Employees typically work Monday-Friday, typical working hours (with an hour lunch), 40+ hours per week, as business demands.
- This role is expected to work outside of typical business hours as business needs dictate.

### **TRAVEL**

- This position would require some. Employees may travel to work-related conferences, trainings, events, etc. Employees may travel to take a new customer out to an event or dinner if the opportunity presents itself.

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### **QUALIFICATIONS**

#### Education

- High School Diploma or GED required.
- A Bachelor's degree in Marketing, Business Administration, or a relevant field is preferred.

#### Experience

- A minimum of 10 years in supply chain sales, including at least 3 years in a management role.

#### Knowledge, Skills, & Abilities

- Capacity to manage various projects and work to tight deadlines.
- Excellent negotiation and leadership skills.
- Outstanding written and verbal communication skills.
- Sales, customer service and/or negotiation-related talents.
- In-depth knowledge of marketing techniques and best practices.
- Strong ability to build rapport and relationships.
- Excellent communicator through electronic communications and a great phone presence.
- Professional demeanor and presence when meeting with prospects/customers.
- Constructive problem solver.
- Flexible in work hours and adaptable to changing workload.
- Proficient in Outlook and Teams, Excel, PowerPoint, and Word.
- Experience in the transportation industry is preferred.

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- Ability to manage stress effectively.
- Ability to multi-task and adapt quickly to different situations.

**DISCLAIMER:** EASE is a rapidly growing and changing company, responsibilities of this position will continue to adjust as needed to meet business demands. This job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee and may change, or new ones may be assigned at any time. Employees will be notified of any additions or changes to responsibilities, duties, or expectations by their direct manager or anyone in a position of authority within EASE Logistics.

**EQUAL OPPORTUNITY:** EASE Logistics Services LLC is an equal opportunity employer. Each applicant and employee will be given full consideration for employment and advancement without regard to race, religion, color, sex, national origin, veteran status, age, or disability.