

# Business Development Manager

• Hillsboro, OR, 97124

## Description

Business Development Manager reports directly to the President and is a highly important role in the company. The right candidate is someone who has a breadth of relevant experience and can effectively manage and motivate a team. He/she thrives in an environment that is fast-paced, but steady. We're seeking an individual who can help us drive the mission, vision, and values of the company and create strong partnerships to ensure efficient flow of sales, program management and business development activities to support the corporate strategic plan..

## Sales and Marketing

- Drives and manages all business development activities.
- Maintains a pipeline of prospects to win replacements and grow existing business.
- Builds, develops and manages a sales team capable of executing business strategy, meeting sales targets and delivering profitable growth.
- Works with CFO and HR to define and oversee sales staff compensation and incentive programs that motivate the team to achieve their sales targets.
- Develops and relays customer strategy to the quote team and program management.
- Manages all quote activity for new incoming customers: Works with the quote team to receive customers' engineering package, generate quote package for team review, and reviews for manufacturability, develops a cost estimate and pricing, determines best delivery date and communicates quotation.
- Sets quote priority on all open quotes for both existing customers and new customers. Communicates priority to the quote team.
- Reviews all quote letters for accuracy and correct strategy prior to being sent to the customer.
- Manages all new incoming customer activity:
  - On Site Customer Visits
  - On Site Customer Audits
  - Completion of all new customer documentation required to onboard a new customer
  - Facilitates the transition of new customers from sales to program managers.
  - Acts as existing customers' secondary/escalation point of contact
  - Coordinates Fusion trade show activity.
- Develops and cultivates senior level relationships with existing customers, leading to sales growth.
- Develops the long range sales plan (1-5 years).
- Works to identify and present opportunities to management that will expand services offered.
- Creates collateral to support sales for trade shows, etc.
- Develops a rolling twelve month sales plan with targets and presents accurate monthly forecasts in support of business strategy and objectives.

### Program Management

- Builds, develops and manages the program management group.
- Maintains and presents KBI reports to define and execute customer-specific strategies which results in revenue growth, target profitability, and strong relationships.
- Develops program managers' capabilities relating to sales, customer relationships, and strategic approach to customers.
- Identifies & reviews with Program Management, opportunities to improve margin.

### Performance Management

- Sets performance goals for direct reports. Manages, mentors, evaluates and develops direct reports to help them achieve these goals.
- Establishes effective performance metrics – setting targets, and working to assure that affected personnel know and understand these objectives.

### **Requirements**

- Bachelor's degree or equivalent work experience with a minimum of 5 years of experience preferably in an electronics manufacturing environment
- Demonstrated ability to manage and lead people to desired results.
- A sense of urgency and desire to do the right thing on time.
- Excellent verbal and written communication skills.
- Strong analytical skills for identifying issues and solving problems.
- Ability to see the bigger picture as it relates to the whole business.
- A self-starter working style – i.e. you are predisposed to ask questions and take opportunistic action.
- Proficiency with Microsoft Office applications Word and Excel, ERP/MRP experience a plus.
- Should possess solid organizational, presentation and customer service skills.
- Ability to serve as a role model for our values and culture.
- Attention to detail and an orientation to data driven decision-making.
- Create, foster, and support a positive workplace environment.
- Must be a US person.

### **About FUSION**

**FUSION** is an Electronics Manufacturing Services (EMS) company headquartered in Hillsboro, OR. Rapid growth over the past few years has created the opportunity for expansion and supplier program development. FUSION is a privately held company that offers excellent benefits, a great place to work and an opportunity for advancement.

At Fusion, *our mission is to create success in everything we do*. While this relates directly to the service we provide our clients, it also refers to our ongoing goal of promoting success within our organization – be it through individual career growth, working together to achieve team successes, or creating successful solutions for our company as a whole.

We know that this success stems directly from our people, which is why we strive to bring out the best in every employee. We understand that if we start by hiring A+ players who are not only hardworking but also passionate about what they do, we have an incredible formula for a thriving organization. Fusion empowers people to think creatively, collaborate with one another, and make great decisions.

*Live the Fusion Values:* **Fusion** team members strive to live our core values every day. We live, breathe, and believe in our core tenants. They are the foundation of our company. Every decision we make aligns with our values and supports the company's mission of success.

*Keep Getting Better:* At Fusion, there's no such thing as "good enough." We never rest on our laurels – and if there's a better or more efficient way of doing something, we'll find it. Ours is a culture of continuous improvement and perpetually growing from shared experience.

*Help each other win:* We're more than an organization – we're a family. No one at **Fusion** operates in a silo. We believe in investing in our team, enjoying each other's company, and contributing to shared success through mutual respect and collaboration.

*Do what is right:* Every member of our team understands that true success comes from integrity. We know mistakes are a part of life – but when we make a mistake, we own it, fix it, and learn from it. We see challenge as an opportunity for team collaboration, learning, and growth.

*Deliver confidence:* When it comes right down to it, we're in the business of facilitating success – which means it's our job to instill confidence with our work. Our customers should always know what to expect from us, and we deliver on our promise – every time.