

# DHARMA

## **BUSINESS DEVELOPMENT MANAGER**

**Format:** Salaried, Full Time

**Based:** Remote, preferred time zones between GMT-6 and GMT+2

**Start date:** ASAP

### **JOB SUMMARY**

The Business Development Manager will powerfully grow top of funnel for the incredible pipeline of influencers, bloggers, creators, leaders, and iconic brands that we at DHARMA call our Talent. The selected Business Development Manager will expertly source new Talent, build rapport, and guide Talent from first outreach through partnership agreement to their ultimate onboarding at DHARMA, ensuring all key phases of the DHARMA process are delivered with passion and expertise. A proactive self-starter able to hit the ground running on day 1, the selected Business Development Manager will drive new business development while quickly building rapport and servicing Talent already in our pipeline. The successful candidate must have demonstrable sales skills, strong commercial acumen, and impeccable client management skills along with an ingrained interest in modern culture to ensure our social media savvy Talent are deeply appreciated and understood. Fluent professional English, both written and spoken, is required for this role. Previous professional experience utilizing social media including Instagram, YouTube, and TikTok to drive business development is preferred for this role. Previous experience with HubSpot highly preferred.

### **RESPONSIBILITIES**

- Research, identify, target, and generate a consistent stream of interested Talent using a variety of qualified referral sources
- Coordinate, direct, and monitor the outbound efforts of the larger Business Development team
- Create first contact, establish rapport, and schedule meetings, logging all details
- Support in the development of Talent qualification surveys, a key assessment tool
- Draft partnership agreements leveraging a keen business sense and a sharp eye for detail
- Log all communication and keep account records current on HubSpot, the DHARMA CRM
- Manage and report on lead/conversion metrics including signed partnership agreements, conversion rates, and key efficiency metrics

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- Build relationships with talent and influencer management agencies that support in generating new business
- Collaborate with other teams to create polished presentations that support in business development
- Collaborate with cross functional teams to execute business development strategies that support the needs of the business
- Document all operational processes, creating a comprehensive suite of training materials that drives efficiency and supports team members in continuing to develop their skills
- Continuously research new opportunities for business development

## SKILLS

- At least 4+ years' of experience and a demonstrable track record in a sales-related role
- Proven track record of success hiring, developing, and retaining a sales team using KPIs
- Ability to quickly and easily create meaningful connections with Talent from diverse lifestyle categories, from sport to fashion, culinary to art
- Strong interpersonal skills, experience managing cross-cultural and geographically dispersed teams, and possessing a strong ability to motivate others
- A HubSpot enthusiast able to use data to support team development initiatives
- Ultra proactive, self-motivated, and tenacious, possessing of an entrepreneurial spirit, ability to take bold initiative, and desire to exceed expectations
- Solid analytical problem-solving skills, including familiarity with analyzing reports and deriving insights from data
- Fluent professional English, both written and spoken
- Experience in a remote, fast-paced, dynamic start-up environment preferred
- Experience with recruitment preferred
- Experience working with talent / influencers preferred
- Experience with Monday.com, Google Drive, and Slack preferred

## HOW TO LEARN MORE

Thank you for your interest in DHARMA. We appreciate your enthusiasm.

To apply for this position, please send us your CV and cover letter. To do this you can submit the job application form linked [here](#).

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## **ABOUT DHARMA**

Our mission is to bring the world together through the power of shared experience.

DHARMA is a fast-growing, travel-tech startup who's innovative B2B2C business model creates, builds, launches, and operates trips for influential people and brands created around passion points - from fashion to wellness to food and wine. Our dynamic, enthusiastic team has a positive impact on the world and does exceptional work. Together, we are revolutionizing the way travel experiences are built, promoted, and delivered.