

<b>Job Title:</b>	Business Development Manager
<b>Location:</b>	Home-based with Travel – UK
<b>Department:</b>	Sales – Civica Assess
<b>Civica Overview:</b>	<p>Civica is one of the UK's largest software companies, with over 30 years of proven expertise in delivering improved outcomes for public services around the world. With 18 years of unbroken growth, Civica continues to grow much faster than the market rate.</p> <p>Civica's market leading products continue to make a real societal impact, supporting organisations such as Local Authorities, Schools, the Home Office, UK police forces and NHS.</p> <p>"We've got a unique culture and our People team go over and above to help new employees integrate as quickly as possible."</p> <p>"If you want your work to have purpose and genuinely make a positive impact on wider society then there's no better place for you."</p> <p><b>Blended working:</b> less commuting, more time with your friends &amp; family</p> <p><b>'Investors in People' – Gold:</b> We prioritise the development of our colleagues to match their ambition.</p> <p><b>Financial Times - Diversity Leader 2020:</b> We're committed to maintaining an inclusive and supportive culture.</p> <p><b>Top rated employer – Glassdoor:</b> Our average length of service is 9 years – we must be doing something right!</p>

<b>1. Role Purpose</b>	<p><b>Creates and expands new business opportunities by prospecting, wins sales by gaining buy-in to change and transformation.</b></p> <p>You quickly establish rapport and credibility with stakeholders and influencers within a target organisation. You help these prospective clients to deepen their understanding of their challenges through probing questions. You engage others in an exciting vision of change, supported by interesting and relevant market insights. You possess the ability to assimilate different perspectives to develop a range of viable strategies. You position a broad view of the Civica offer and the value that can be added, talking in the language of business outcomes. You are motivated by the thrill of the chase.</p> <p>This role is selling <b>Civica Assess</b> formerly known as Calibrand, our eAssessment software helps organisations test and certify workforce skills throughout the employment lifecycle, from recruiting and continuing professional development to compliance testing.</p> <ul style="list-style-type: none"> <li>• Digitise processes for improved records and rapid results</li> <li>• Greater flexibility and personalisation for employees or candidates</li> <li>• Quality assurance from secure and objective testing.</li> </ul> <p><a href="https://www.civica.com/en-gb/product-pages/assessments/">https://www.civica.com/en-gb/product-pages/assessments/</a></p>
------------------------	--

<p>2. Principal Accountabilities</p>	<ul style="list-style-type: none"> <li>• Achieve annual incremental gross margin targets, as set by the Company at the outset of the financial year.</li> <li>• Build and maintain a strong and accurate pipeline, sufficient to achieve/exceed target.</li> <li>• Deliver accuracy of +/- 10% in your sales forecasts.</li> <li>• Build, then execute a Territory Plan to explain how you will maximize the return from the prospects and products/solutions in your territory.</li> <li>• Generate a deep understanding of the challenges facing target organisations in your market and the tangible, quantified business outcomes your solutions can achieve for them.</li> <li>• Work closely with your sales leader and marketing to define and execute new business sales campaigns.</li> <li>• Manage every aspect of the sales cycle, from initial preparation and customer engagement through to deal closure and handover to delivery.</li> <li>• Qualify every opportunity using recognised tools, to ensure effort is only expended on deals with a strong likelihood of closure.</li> <li>• Construct and lead multi-discipline teams, to demonstrate to the prospect that we can meet their requirements and deliver on commitments.</li> <li>• Understand the competitive landscape you are operating in, be capable of positioning Civica to win by emphasizing our differentiators.</li> <li>• Contribute to the evolution of product/service roadmaps in your market, by identifying repeatable customer challenges that can be profitably addressed.</li> <li>• Demonstrate working knowledge of other Civica products/services to support the generation of collaborative pipeline for other business units.</li> <li>• Maximise revenue recognition by constructing optimal commercials terms.</li> </ul>
<p>3. Reporting Relationships</p>	<ul style="list-style-type: none"> <li>• Sales Director</li> </ul>
<p>4. Essential Competencies</p>	<ul style="list-style-type: none"> <li>• <b>Maximises customer value</b> - Understands customers and fosters a partnership to solve their problems, using our solutions and products to maximise value to the customer and to Civica.</li> <li>• <b>Challenges thinking</b> - Uses deep market insight and fresh thinking to challenge customers to think differently and to take action.</li> <li>• <b>Acts with integrity</b> – Approaches sales challenges in the ‘right way’, is fair, honest and always takes responsibility.</li> <li>• <b>Driven to win</b> – Ambitious and action oriented. Is resilient, tenacious, positive, and determined.</li> <li>• <b>Always improving</b> – Constantly seeks and acts on feedback, learning and coaching in order to improve personal performance and results.</li> <li>• <b>Owns their target</b> - Takes full ownership for achieving personal/team target. Is planned, rigorous and agile, shapes the task and makes it happen.</li> <li>• Excellent business acumen with commercial and strategic focus.</li> <li>• Sound contractual knowledge and highly competent negotiator.</li> <li>• High quality written and oral communication.</li> <li>• Ability to travel in execution of role.</li> <li>• Full UK driving license, or equivalent.</li> </ul>