



## **Job Description**

This form summarises the purpose of the job and lists its key tasks. It is not a definitive list of all the tasks to be undertaken as those can be varied from time to time at the discretion of RESAVER, in consultation with the postholder.

### **Job Title: Business Development Manager for RESAVER Pension Fund**

**Accountable to:** Chair of IORP Board

## **Context**

RESAVER Pension Fund is a dynamic, cross-border pension solution designed for research organisations and their employees. We play a crucial role in strengthening the European Research Area by ensuring the research talent retains membership in the same pension vehicle when moving between countries and/or when changing jobs. Sponsored by the European Commission, RESAVER is rapidly growing and expanding its client base across key European markets, including Belgium, France, Spain, Italy and The Netherlands. As a Business Development Manager, you will play a pivotal role in driving this growth and achieving our ambitious objectives.

## **Job Summary**

The Business Development Manager is responsible for managing direct and indirect customers, including (local) distributors and partnerships across various European markets. This role involves developing and maintaining commercial relationships, driving sales growth and achieving business targets. You will work closely with distributors to ensure effective representation and sales of our products, providing necessary support and resources, and optimising their performance.

## **Benefits**

- This role is an excellent opportunity for a motivated individual to contribute to the growth and success of the RESAVER Pension Fund, ensuring a sustainable and effective pension solution for researchers across Europe.
- We offer an entrepreneurial, supportive and collaborative working environment.
- We offer flexibility on full or part time working.
- Competitive salary and benefits package

## **Duties and Responsibilities**

### *Management of Direct and Indirect Customers*

- Develop and maintain strong commercial relationships with direct customers, distributors and partners.
- Coordinate and manage sales activities across multiple European markets to achieve sales targets.
- Implement a structured customer visit discipline to ensure regular engagement and support to ensure high levels of customer satisfaction.
- Provide ongoing coaching, training and tools to distributors and partners to enhance their sales pitch and improve conversion rates.
- Manage and grow sales team on need-base in the near future.

### *Sales Strategy and Execution*

- Follow up on reverse income statements, checking milestones and assumptions to ensure alignment with financial goals.
- Conduct regular meetings and business reviews with distributors to assess performance, discuss strategies and identify opportunities for growth.
- Develop and execute sales strategies to expand the customer base and increase market penetration.

### *Collaboration and Partnership*

- Collaborate with other departments like the Pension Fund Manager and other external partners to ensure a seamless customer experience.
- Work closely with marketing experts to develop effective sales campaigns and materials.
- Establish and nurture an external network of partnerships with key stakeholders to enhance sales opportunities.

### *Representation*

- Together with the Board members represent RESAVER at industry-leading conferences and network organisations to build and maintain a strong professional network.
- Act as an ambassador for RESAVER, promoting our services and values to a broader audience.

### *Reporting and Analysis*

- Monitor sales performance and prepare regular reports for the IORP Board.
- Analyse sales data to identify trends, opportunities and areas for improvement.
- Ensure accurate and timely reporting of sales activities and outcomes.

## **Person Specification**

### *Knowledge and Experience*

#### Required:

- A bachelor's or master's degree or equivalent professional experience.
- Proven experience in sales management, business development, particularly in managing distributor relationships.
- Excellent numeracy and analytical skills with the ability to interpret sales data and develop actionable insights.

#### Preferred:

- Experience in managing sales in the financial services, insurance or pension fund industry.
- Experience selling products in the world of financial wellbeing for employees.
- Good command of written and spoken English, with knowledge of French or Dutch being an advantage.
- Understanding of the operating landscape of higher education institutes and research organisations in Europe.

### *Communication*

- Excellent verbal and written communication skills.
- Ability to effectively present information and negotiate with distributors.
- Strong interpersonal skills with the ability to build and maintain relationships.

### *Teamwork and Motivation*

- Ability to work independently and remotely while being a proactive team player.

### *Service Delivery*

- Customer-focused approach to service delivery with an understanding of different user needs.
- Experience in enhancing service efficiency and delivering information promptly and accurately.

### *Initiative and Problem Solving*

- Hands-on and pragmatic mindset with the ability to take initiative and resolve problems effectively.
- Ability to recommend and implement improvements to systems and procedures.

### *Liaison and Networking*

- Ability to develop strong working relationships with internal and external contacts.
- Experience in working with a range of people at different levels of seniority.

### *Planning and Organisation*

- Ability to prioritise workload and manage multiple tasks effectively.
- Proven financial management skills and experience in contract & budget management.
- High attention to detail and delivery on agreed outcomes.

### *Analysis and Research*

- Evidence of gathering information to provide authoritative advice.
- Ability to integrate and apply professional knowledge and research to solve problems.

### *Flexibility*

- A degree of flexibility is required to meet service demands.
- Travelling within Europe is required for this role.

### *Equity, Diversity, and Inclusion (EDI)*

- Commitment to building a diverse, equitable, and inclusive workplace.

### *Ethics*

- Responsibility to comply with legislative and professional requirements.