

"If you enjoy what you do, you'll never work a day in your life..."

Business Development Associate, Online Assessments (Flexible) with a passion for working with people and achieving sales objectives. We are creative, energetic, and goal-focused. We strive to exceed client expectations. Our work environment is dynamic, balanced, family-oriented, with an emphasis on high integrity.



This position is flexible, 3-5 days/week, with negotiable performance-based compensation.

For this position, the ideal candidate has a passion for achievement along with a track record in consultative selling, in professional solutions areas including psychometric tools for hiring, selection, and management or team development, as well as 360 Feedback assessments. Our client base includes large and mid-sized companies and their decision-makers from Operations, HR, Senior Leadership and Sales functions. Potential to combine sales with some delivery/facilitation of client solutions.

The ideal candidate will have a high energy level with an attention to follow-up with leads and proposals. We will seek to support your existing strengths with further development in a team environment. This position reports directly to one of our principals, and offers a flexible performance based in compensation after a success mentoring period. Based in our Head Office in GTA (Toronto) the position has some flexibility and will require a car at times and some travel on occasion in US and Canada. It may also be adapted to 3-4 days/week for the successful candidate.

Position Role Contribution - To succeed in this position you will need to:

- Develop and implement Client Introduction Strategies
- Apply our "introduction calling" methodology to gain appointments with decision makers
- Research Marketing and Lead generation opportunities
- Network with key prospects
- Explore creative niche marketing opportunities (i.e. by industry)

Characteristics - The successful applicant will be:

- High Energy, go-the-extra-mile attitude
- Self-starter, results and goal oriented
- A resilient, continuous learner and a team player
- Organized, strategic thinker with creative problem-solving skills
- Developed people skills and a Client Services mindset
- Passionate about learning and client satisfaction

Experience - You are:

Post secondary educated with an established track record, preferably in a business-to-business sales environment, previously having served organizations in the area of selection/hiring instruments to ensure "right job fit". You have demonstrable, proven results in sales objective achievement. Experience in the corporate training industry, *familiarity with psychometric tools considered a significant asset*. Possible opportunity for involvement in facilitation and program delivery.

If you think you'd like to explore this further...

Please send an email to careers@excelgroupworks.com, including your résumé and the following information (applications without this information will not be considered):

- Your past sales accomplishments
- Your favourite past work environment, and your least favourite
- Things that you enjoy in your free time
- One thing your manager could do that would most support your sales success.

