

Director of Business Development

Job Summary:

Columbus based Crimson Cup has been locally roasting since 1991. One of the most decorated and established - named National Coffee Roaster of the year and has proudly earned many awards for quality, taste and sustainability. At Crimson Cup, we focus on good, we create positive changes through our products and relationships around the world that inspire our customers to make a meaningful impact with every cup we pour.

Crimson Cup is seeking a Director of Business Development. Our ideal Director is results oriented, transparent, and a flexible problem solver. This person is not content with the status quo and is driven to raise the bar and exceed expectations. We are looking for that person who rolls up their sleeves, is caring and focused - all with a sense of a higher purpose of giving back while being profit-oriented. This natural leader is excited about growth and achievement, leads by example, takes initiative and is looking for an extraordinary opportunity. The Director of Business Development will report to the COO.

We offer an exceptional compensation package with unlimited income potential, excellent career opportunity and an unparalleled work environment. We adhere closely to our core values; follow your passion, build relationships, learn & grow, give back and have fun. At Crimson Cup, we focus on good and welcome others who share that philosophy. Come join us on a quest to make better coffee for a better world!

Responsibilities:

- Develop and implement a sales plan including sales volume forecasts and selling expense budget, margin, product mix, sales personnel, and customer service objectives and other sales related metrics.
- Identify and develop new business relationships that result in long term profitable business partnerships. Demonstrate excellent time management, presentation, territory management and negotiation skills.
- Establish and utilize control and motivation systems and programs to ensure that all sales goals and objectives are reached or exceeded.
- Develop, distribute, and ensure adherence to policies and procedures covering all sales matters such as forecasting and reporting, pricing, new business development, customer retention, sales expense budgets, travel, customer communications, recruitment, training and evaluation of sales personnel, expenditure limits, hiring and performance management, contractual commitments, and other related sales and customer service matters.
- Directly recruit, train, motivate, and evaluate a sales team of exceptional ability to ensure consistent achievement and over achievement of sales goals.
- Maintain a high level of drive, innovation, commitment, morale, customer service, and teamwork among all employees in the company.

- Closely monitor industry trends, regularly secure market intelligence, and maintain professional contact with industry innovators and knowledge sources. Anticipate market opportunities and demands and quickly respond to changing customer needs.
- Plan, organize, and monitor an effective quoting operation to support sales goals and objectives.
- Analyze results in areas of responsibility and take corrective action as required.
- Represent the company as required in its relations with industry, market, financial, government, professional, and other company related groups.
- Perform other reasonable special projects assigned by Founder & President.

Qualifications:

- Bachelor's degree in business or related field required with MBA a plus.
- Minimum of ten years of demonstrated successful sales experience in food/beverage industry service.
- Has a minimum of three years of sales management experience.
- Excellent management, motivation, sales, and customer service skills required.
- Strong entrepreneurial orientation with capacity for innovation, creative thinking, clear vision, and sound business judgment.
- Capacity to analyze business operations and assist in devising effective strategic plans for company growth and optimization of profitability.
- Exceptional interpersonal, communications, commitment to customer, and follow through skills.
- Capability to examine business operations of prospects and customers to recommend effective programs, problem solutions, and increased utilization of company products and services.
- Strong leadership skills with capacity to successfully interact with employees at all levels of the organization and at all levels of customer organizations.
- High energy, positive attitude and the capability to influence and gain alignment and support from others.
- Extraordinary personal accountability, discipline and integrity.
- Appreciation for and enjoyment of products sold by company.