



Job Title: Business Development Manager (BDM)
Department: Sales
Category: Exempt
Reports To: Chief Technology Officer / Director of Business Development

Job Summary:

Vanteon seeks to add a Business Development Manager (BDM) to our team. A BDM must have a very strong blend of business and technology experience. The BDM should demonstrate an expert understanding of consultative solutions and possess the leadership skills to help orchestrate and close complex technology-based service solutions.

The ideal candidate brings a strong understanding of the electronics design process and five years minimum of successful services sales of complex technology solutions. The candidate must have a broad range of verifiable business experiences, including organizational behavior. Candidates must be effective communicators with strong interpersonal skills to establish key internal and external relationships. Candidates need to be self-directed, capable of setting priorities for themselves, and able to show strong time management skills with many levels of contacts. As a key leader in a professional electronic design services company, candidates must be confident, charismatic, and project a sense of urgency and excitement toward the company's goals.

What you will be Selling:

The focus of Vanteon's business is outsourced project-based solutions using electronics; to include hardware, software and firmware development, and utilizing leading-edge technologies. Vanteon offers end-to-end development services with a focus on wireless technologies. Our technology expertise includes:

- Wireless and RF Technology
- Software Defined Radio
- IoT
- Embedded hardware/firmware
- FPGA development

Vanteon's clients range from Fortune 500 companies to emerging technology startups. We enable our clients by providing value through the innovative application of various electronic technologies. Our clients benefit from our Project Management process to manage risk, cost, and schedule throughout the program delivery.

In addition to engineering services, Vanteon offers for sale its own custom software-defined radios (vProtean family of SDR solutions) as well as a suite of I.P. available for license.

Duties/Responsibilities

The BDM will work at the direction of the CTO and is primarily responsible for:

- Expanding Vanteon's client base by engaging new clients.
- Developing account plans and targeting potential clients,
- Tracking the progress of leads and opportunities in Vanteon's CRM tool.
- Aggressively pursue opportunities and engage the appropriate technical support and management personnel to close new business.
- Support sales by traveling to clients/prospects sites (mostly Eastern U.S. travel).

- Organizing and participating in industry trade shows.
- Assist setting marketing priorities and actively participate in marketing Vanteon services and products. This includes, but is not limited to, engaging on social media and creating marketing content.
- Recommends areas of increased technical expertise to match the market needs.
- Other sales or marketing duties as determined by the CTO.

Required Specialized Skills/Knowledge

- Skills to prepare and present proposals for complex hardware and software deliveries
- Experienced in building and maintaining relationships with appropriate members of the client's management team
- Must build and develop technical and business credibility with both the internal team and the prospective client base
- Ability to provide excellent client service, and to be able to prioritize and manage multiple client relationships simultaneously
- Prior experience successfully selling complex services solutions
- Ability to work independently
- Understanding and execution of appropriate time management skills
- Strong prospect development and negotiating skills
- Must have the ability to travel up to 20%
- Proven ability to develop mutually beneficial client relationships

Preference Factors

- Experience in the entire electronics design process, from concept to manufacturing
- Experience selling outsourced, project-based services solutions
- Strong technical knowledge in design technologies
- Experience selling one or more of the following services:
 - Wireless and RF system design
 - Embedded hardware design services
 - Industrial IoT
- Prior experience in a client-facing role

Education and Experience:

- Bachelor of Science in Electrical Engineering or Computer Engineering
- 5+ years of prior experience successfully selling complex services solutions

Other Requirements

- Training and regular duties require a physical office presence (Pittsford, NY).
- Must have the ability to travel up to 20%
- This position requires that you have the ability to access ITAR and CUI data without special authorization (in general, this requires U.S. citizenship).

Physical Requirements:

- Prolonged periods sitting at a desk and working on a computer
- Be able to perform low to moderately strenuous physical activities requiring standing, walking, and reaching.
- Must be able to lift up to 15 pounds at times.

The physical demands described above represent those that an employee must meet to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Equal Opportunity Employer

Vanteon Corporation provides equal employment opportunities to all employees and applicants for employment. It prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Compensation Range

Although a candidate's specific compensation will depend highly on their particular experience, the anticipated salary range for this position is \$100,000 to \$140,000, plus an attractive commission plan. Although commissions are based on your sales results, our expectation for a typical year is commissions of at least \$50,000, with no earnings cap. You are also eligible for Vanteon's competitive benefits package.

Applying

Applicants should submit a resume and cover letter to Ronnie Ells – careers@vanteon.com.

Please note that all offers for hire are contingent on passing e-verification and background/drug screenings. In addition, you must be able to work with ITAR and CUI data.

About Vanteon

Vanteon is an engineering services company focusing on Wireless and R.F. design. We offer Analog, Digital, R.F., Hardware, Software, and FPGA design services. At Vanteon, we develop products for companies that range from small startups to large Fortune 50 companies. The designs we create include Software Defined Radio (SDR), WiFi, Bluetooth, etc., for markets like telecom (3G, 4G, 5G cellular), Aviation, Medical, Government, Industrial, and more. Types of projects include handheld devices, wearables, RADAR, signal/spectrum analyzers, and wireless widgets of all kinds. Vanteon has been voted one of the "Best Companies to Work for in N.Y." for twelve years running; several of those times, we've ranked in the top 5. Working at Vanteon is like working at a dozen companies at once. It's tough to beat that kind of diversity in a job.