



Position Specification

Business Development Executive

For

Renew International

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Human Resources

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Renew International, LLC

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Company Overview

Revenew International performs three complementary services – Contract Compliance Reviews, Supplier Payment Reviews and Performance Improvement engagements. Headquartered in Houston, TX, the company offers its services across North America. In its 19-year history, Revenew has successfully performed thousands of engagements throughout the U.S., generating more than one billion dollars (\$1B) in revenue, cost recovery and cost reduction benefits for our clients.

The number one priority and organization-wide goal is achieving “Customer Service Perfection.” Revenew differentiates itself from its competitors by instilling a guiding principle for Customer Service Perfection in everything it does. Customer Service is a way of life at Revenew. The company’s impressive list of client testimonials and long-term relationships prove that this guiding principle is a success. The company strives to “not stop impressing” its clients until they have achieved this Perfection.

As a small, dedicated professional services provider, Revenew offers a unique perspective over traditional consultants by becoming a value-added member with the customer’s organization. The company has years of experience with long term clients who consider it a valuable partner in their success. Gaining long term clients is a daily goal for the audit teams. The company’s future growth depends on it.

Among the many benefits customers receive are: Hard Dollar Recoveries, Cost Reduction Strategies, Reduced Operating Expenses, Improved Cost Visibility, Increased Control and Flexibility, Impressive Revenew Engagement Team Experience, Improved Performance, and Minimal Client Time Investment. In fact, the company offers a “Performance Guarantee” on all its work. Many clients have concerns about preservation of supplier and internal relationships; others want to minimize the time requirements and involvement needed from their personnel. Revenew will actively listen to these concerns and develop a simple metric which will be used to evaluate performance after each audit.

Revenew International has a flat organizational structure. All company functions report to the Chief Operating Officer who reports to the President. The culture of the company is best described as entrepreneurial, results-focused, no wasted time, minimal reporting requirements, minimal internal meetings, no hidden agendas, politics are never tolerated, and “we’re all in it together.” The company is simply focused on its customers, which in turn drives revenues.

Revenew International’s Guiding Principles

- Financial Results
- Employee Recognition
- Customer Service
- Community Involvement
- Spiritual Development

Revenew International Future Goals

The company's primary goal is to grow its base of strong relationships with large Fortune 100 clients in the near term. The company's core strategy is that continued focus on relationship development will ultimately drive continued growth of the company's top line sales. Revenew International is in growth mode and is committed to continuing the growth path that it has established over the past 19 years. The success of the Business Development Executive position is a key role in achieving the company's growth plan for the future revenue growth objectives. The company's plan is to double revenues in the next five years.

Website

www.revenew.net

The Position

The Business Development position offers a tremendous opportunity for the right candidate to play a key role in the achievement of the company growth plan. The chosen candidate will be responsible for ensuring that Revenew International effectively seeks out and develops new strategic business relationships for its core contingency services. The position will involve business and relationship development that drives revenue attainment. Consistent with the company's values, financial performance, not just hard work, is how this position is rewarded.

The Business Development position reports to the C.E.O. In addition to reporting to the CEO, the chosen candidate will work very closely with the C.O.O. of the company in driving client relationship development, customer service and revenue attainment.

The position will require a deep Rolodex of proven relationships in the industry sector that each candidate specializes in to be successful. These relationships should primarily be with companies that have revenue levels in excess of \$3 billion. While relationships at any functional executive level will be beneficial, the key relationship points for the services Revenew provides are within the ranks of Supply Chain leadership, Procurement Officer, CFO and Controller roles, and Internal Audit.

The company is seeking to capitalize on its impressive list of client testimonials and long-term relationships in the Utility and Energy Industries to help fuel expansion of its core services into other industry markets.

The Business Development role offers an incredible opportunity to make an exceptional income. There will be a starting salary level that will allow for a suitable on-boarding period and initial client revenue attainment during the first 12 months. The role is then paid a substantial ongoing base salary plus a generous commission based on percentage of revenue attainment. There is never a cap on earnings. Typically, when a major client is landed, there will be recurring revenue for that client on an ongoing basis, if the account is managed properly. The Business Development Executive will achieve the same percentage commission on revenue from that client as long as the relationship exists, with no limits. Current Business Development Executives at Revenew, who

serve different industry sectors, have achieved exceptional pay levels in a short period of time. It is expected that the successful Business Development Executive can earn in excess of \$500,000/year with unlimited earnings potential.

In addition to the financial package, the Business Development Executive will be working with an extremely high caliber staff of professionals. Renew only hires exceptional project team personnel who are incented by exceptional customer service and satisfaction. The successful candidate will also be working within a small company environment with the opportunity to make a direct and perceptible impact on the company's overall financial performance. Over time, there may also be opportunity to gain equity involvement in the company. High performance levels can lead to future management roles, if desired.

Specific Responsibilities

Among other things, the Business Development Executive will be responsible for:

- Driving the relationship development process within the candidate's industry market sector – **Pharmaceuticals, Chemical, Transportation, and Industrial Manufacturing.**
- Driving the revenue attainment process.
- Generating proposals, pricing and contract negotiation across all Renew service solutions.
- Research markets and develop additional client targets for worthwhile auditing services accounts.
- Develop and maintain an effective sales plan and call schedule.
- Pursue account targets and sales leads to gain appointments and present Renew's services. Utilize appropriate staff resources and technical support.
- Close deals, facilitate contract signings, manage implementation and ongoing coordination of client agreements.
- Assist Renew staff in engagement start-ups, planning, due diligence and general problem solving when needed.
- Develop and maintain professional/personal relationships with key client stakeholders and decision makers. Utilize appropriate entertainment, gifts and communication in maintaining those relationships.
- Participate in creation of new or enhanced presentation/marketing materials.

Candidate Profile

The successful candidate for the Business Development role must have:

- An existing base of executive level contacts/relationships at potential clients within the candidate's chosen industry market sector that offer worthwhile opportunity for Renew services. Such target accounts will typically exceed \$3 billion in annual revenue.
- Must be self-motivated, display enthusiasm, possess a sense of urgency and the highest regard for customer service in pursuing new accounts and conducting business with Renew clients.
- A Bachelor's degree from a four-year college or university is required; a Master's degree is a plus.

- Strong networking skills; a natural networker able to develop client relationships at different levels within the client organization.
- Detail oriented and ability to manage conflicting priorities and project simultaneously
- Proven consultative selling skills
- Ability to become a trusted advisor for client decision makers and influencers.
- Able to travel 40-60% of the time
- Exceptional communications skills, including presentations and interviews with clients to develop business opportunities and maintain ongoing relationships. Customer relation skills are critical particularly in managing interfaces between customer's commercial and technical organizations

Performance Expectations:

- Quickly learn details of all Renewal service solution offerings and sales strategies
- Hit the Ground running. Aggressive sales call and appointment activity 1st quarter
- Effectively manage and cross/up sell "house" accounts that are assigned by the CEO or COO
- Complete the sale and addition of 1-2 new significant account within the first six months
- Complete the addition of at least 2 new significant accounts by the end of first year
- In subsequent years, minimum expectation is to add 6 new significant accounts/year
- Be a positive contributor to the overall team environment

Location

Open location. All client work is done on site and will require travel to the customer site.