



# Opportunity Profile

BUSINESS DEVELOPMENT MANAGER  
AQUA FAST FLUSH

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NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Aqua Fast Flush is searching for a driven and relational sales leader to join their team as Business Development Manager.

Reporting directly to the CEO, the Business Development Manager will collaborate with various department team leads to drive business development initiatives, lead the sales team, and contribute to the overall strategic direction of the company.

This role will lead and manage a team of four, providing guidance, coaching, and support to maximize their potential while safeguarding both the integrity and reputation of the business. The Business Development Manager will also be responsible for developing and implementing effective sales strategies, building strong relationships with key clients across southern Ontario, and ensuring the achievement of sales objectives.

If you are an experienced sales professional and servant leader with a passion for developing people and driving growth, we would love to connect with you!





# WHO WE ARE

Aqua Fast Flush fields a large and versatile service fleet along with trained technicians who are ready to respond to our customers' calls fast. Industries from across southern and southwestern Ontario count on our crews to arrive with the right equipment to deliver the complete drain cleaning solutions they need.

Located in Hamilton, ON, Aqua Fast Flush is a complete solutions provider for above and below drainage issues with clients in both the private and public sector. With more than 30 years of experience, Aqua Fast Flush is seeking a results-oriented Business Development Manager to join our team.

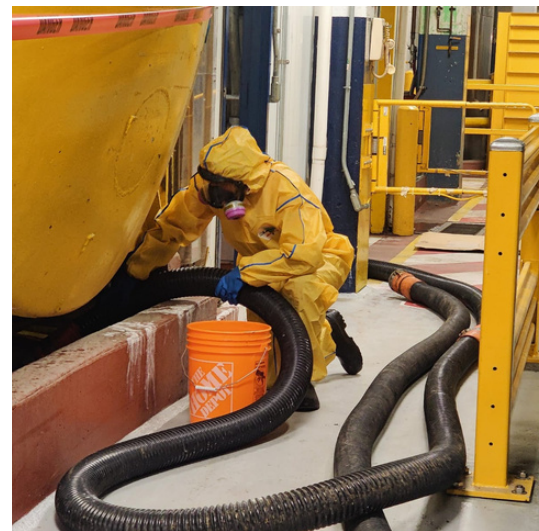
## Our Services

- High pressure flushing
- Catch basin cleaning
- Grease trap cleaning
- Hazardous material services
- Spills & clean up
- Emergency response services
- Camera video inspection & locating
- Confined space services
- Tank cleaning services
- Preventative drain maintenance
- Kitchen stack cleaning
- Sewer pipe augering/snaking
- Tree root removal
- Plumbing repairs & replacement
- Pipeline excavation

# KEY RESPONSIBILITIES

## Strategic Leadership

- Work closely with the CEO to develop and execute the overall sales strategy aligned with company objectives.
- Collaborate with department team leads on the leadership team to ensure cross-functional alignment and effective communication.
- Contribute to the development and implementation of business development initiatives to drive growth and expand market presence.



## Sales Leadership

- Provide strategic direction and leadership to a team of sales associates to achieve and exceed revenue targets.
- Clearly articulate the company's value proposition and sales objectives to the sales team.
- Coach, guide, mentor, and motivate the sales team, setting clear performance expectations and fostering a culture of continuous improvement, collaboration, and excellence.
- Develop and implement effective sales strategies while regularly assessing and adjusting strategies to optimize team performance.





- Recruit, train, and develop a high-performance sales team to align to long-term company growth goals.
- Demonstrate strong problem-solving skills, addressing conflicts within the team or with clients in a constructive manner.

### **Business Development**

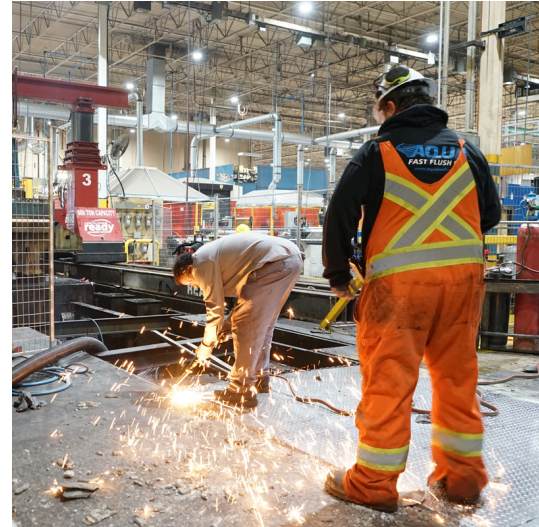


- Build and maintain relationships with clients to drive customer satisfaction.
- Identify and pursue new business opportunities to expand the company's client base, both private and public.
- Analyze market trends, competitor activity, and customer needs to inform business development strategies.
- Set, track, and achieve sales performance metrics, including revenue targets and customer acquisition costs.
- Analyze sales data to make informed decisions that drive performance.
- Utilize sales technologies and CRM systems to optimize sales processes and track team performance.
- Adapt to changes in the market and industry, implementing innovative sales approaches.
- Proactively identify new opportunities to stay ahead of industry trends.



## Collaboration & Communication

- Communicate effectively and regularly with clients, partners, and internal stakeholders.
- Work collaboratively with cross-functional teams to ensure seamless integration of sales and marketing initiatives and ensure a cohesive and customer-centric approach.
- Communicate regularly with the CEO, providing updates on key sales and marketing metrics, challenges, and opportunities.
- Foster a positive and collaborative work environment, promoting open communication and teamwork.



# QUALIFICATIONS

- 5-10+ years of relevant experience in sales, with 3-5 years in a management role.
- Proven success in leading sales teams and driving revenue growth; especially in coaching and mentoring teams to grow and deliver results.
- Bachelor's degree in business, marketing, or a relevant field, preferred.
- Strong business development acumen and a track record of identifying and capitalizing on new opportunities.
- A results-oriented mindset, and practice of consistently achieving or exceeding sales targets.
- Excellent leadership, communication, and interpersonal skills.
- Able to collaborate effectively with cross-functional teams.
- Able to work in a fast-paced environment and adapt to changing priorities.
- Aligned with and able to model the company values of punctuality, honesty, innovative thinking, tenacious energy, effectiveness, and safety.

# OUR SEARCH TEAM



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647.409.2922

## **JEFF PITCHFORD** LEADING THE SEARCH

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.



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416.278.9166

## **RYAN FERNANDES** SUPPORTING THE SEARCH

Ryan brings over 15 years of progressive financial, people and global leadership experience across a broad spectrum of Fortune 500, private equity and private businesses ranging from CPG, automotive, food and beverage, and supplements. Having been both a candidate and a hiring manager with several executive recruiters, Ryan has the perspective to help a client clearly articulate their needs and wants as well as identifying a candidate who will excel in the role.



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613.355.1412

## **MATT ROBBERSTAD** SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.



# ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

**Location:** Binbrook, ON

**Application Deadline:** May 22, 2024

**Short List Interviews:** June 2024

**Start Date:** TBD

## HOW TO APPLY

**Apply online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.**

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Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.