



Business Development Manager

Who We Are

We create confidence to do what we can't. We reward creative thinking in our team and partners to ensure that our process delivers innovative solutions. We take pride in breaking paradigms and challenging the status quo!

Our Values Are P-R-O-T-E-C-T

Passion - Our actions reflect our passion for our work, products, business partners and careers.

Respect - We treat both external and internal customers with integrity, honesty and professionalism.

Operational Excellence - We find opportunities to learn, grow and become more masterful at our craft. We care about the work we do; it matters to us.

Teamwork - We work together to achieve shared goals.

Enjoyment - Life is too short to not enjoy. We make every interaction with us a great experience.

Creativity - We ask "why not" whenever possible. We provide innovative solutions.

Trust - We bring the highest level of integrity to all that we do. We are open, honest and fair in our communications.

Plymouth Foam came to life in August of 1978 by Tecwyn Vance Roberts as a privately held, family company. Today, Plymouth Foam is still a family company, that is proud to be a company of families. We eagerly and warmly welcome each new team member, and their families, as they join our efforts to follow the vision of our founder who single-handedly brought foam innovations to the Plymouth community and beyond. We have three facilities (Wisconsin, Minnesota, and Ohio) and employ over 200 associates. We service a diverse customer base within markets and applications of protective packaging, lightweight structures, and thermal barriers.

Who You Are

You'll be a reliable, results-oriented, high-quality-of-work person who is driven to succeed in a highly team-oriented environment. You will be willing and able to work with others to achieve goals and objectives within a specified timeframe. You will thrive on identifying and closing business and the sensation of a job well-done.

If you want to grow a business, express the best part of yourself, and have a major impact on a company's business growth, this is an ideal role for you. You will grow and develop new skills and have adventures you've likely never experienced before.

Why This Role Matters

This is an opportunity to support a fast-paced, innovative company. We provide engineered particle foam solutions to customers through in a variety of products. There are 3 keys to success in this role:

1. Identify and Achieve Sales Goals – understanding the company objectives.
2. Develop a Sales Plan – meeting targeted goals including contribution margin with current customers and targeted prospects.
3. Build Strong Relationships – conduct regular sales/service calls on assigned accounts and prospects.

Who Your Customers Are And How This Role Delivers Value To Them

Your external customers are our customers. Your internal customers will be the Plymouth Foam team overall. You'll provide value to both via being a reliable, trusted, grounded, individual. They'll know you have their back and bring them high quality product in an efficient manner because your work is timely and of consistent high standard.

Responsibilities

- Using our CRM tool, provide reports on sales activity leads and enter new opportunities
- Communicate timely information about Plymouth Foam programs, capabilities and products to accounts and prospects.
- Industry leadership includes attending tradeshows, open houses, conferences and meetings as determined beneficial.
- Evaluates and recommends new sales outlets or opportunities for increased business for the company.
- Develops new markets for Plymouth Foam as targeted by the company.
- Focus on accounts and become the market champion as assigned.

- Quality, professionalism, accuracy, timeliness, reliability and thoroughness of work performed; maintain the integrity of highly confidential customer and product information.
- Ability to communicate effectively and develop good working relationships with customers.
- Must develop and maintain a thorough technical understanding of the company's manufacturing operations with the ability to discuss and explain them to a customer or prospect.

Systems Used

- Plex - an online ERP system designed to streamline processes and information across the entire organization
- Google, Microsoft Office, iPad

Requirements

- Professional judgement when working with customers and employees; deal effectively and professionally with a wide variety of people and situations; maintaining integrity.
- Communicate effectively: In person, over the phone and in writing.
- Use of electronic tools provided including, but not limited to, cell phone, iPad and Plex ERP.
- Communication and writing, clearly and understandable with customer and outside relationships.
- Plan and organize work effectively.
- Problem analysis and problem solving skills. Ability to analyze problems, propose reasonable solutions, ask logical decisions, carryout decisions made and follow up with feedback as appropriate.
- Must be able to effectively interact and communicate with all necessary departments and act as leader/manager for business development projects of significant size.
- Effective time management working from a home office; however, a large portion of time will be spent on sales calls and visiting customers.
- Hours of work will generally be during regular customer business hours. However, there will be variations in work hours due to employee and customer schedules, special projects, deadlines and other concerns.
- Overnight travel is a part of this role.
- Other duties as assigned.

Compensation

Compensation is commensurate with work experience and market. This role is full-time. Bonus structure TBD based on both your sales growth and the company's performance.

Benefits

Plymouth Foam offers a variety of associate benefits, including: Health Insurance, access to the Center for Health & Wellness, Dental Insurance, Vision Insurance, a Company Sponsored Life Insurance plan, Short Term and Long Term Disability Insurance, a 401(k) plan with a matching contribution, Vacation Time, and Holiday Pay.