



Job Description

Title: Business Development Manager Sr.

Date: August 2024

Department: Business Development

FLSA Status: Exempt

Reports To: Director of Business Development

Scope

Lead new business development activity in the market in line with Rantec's Business Plan and consistent with the company's strategic objectives reporting to the Director of Business Development. Act as an industry and customer expert in Rantec's internal processes. Function as the lead Rantec point of contact for new and sustainment business at assigned accounts. Recognize customer needs and proactively communicate Rantec's capabilities. Understand the competitive landscape at accounts and on specific opportunities. Develop and maintain business relationships at all levels within customer organization. Gauge and enhance customer satisfaction. Act as mentor within the Business Development and Account Management teams. This position is considered in line for succession planning for the Director of Business Development position.

Essential Duties and Responsibilities will include but are not limited to the following:

- Manage pursuits and new business capture through Rantec's forecasting and bid and proposal processes.
- Develop and expand knowledge of Customer's organization, personnel, existing business, new pursuits, their needs and our competitive position.
- Represent Rantec in a professional, courteous and ethical manner and conduct business activities with the highest level of integrity. Demonstrate Rantec core values in all interactions, internal and external.
- Directly and in coordination with Account Management, identify potential pursuit opportunities, and through research and networking, obtain adequate information to recommend a bid / no-bid decision by management.
- Demonstrate the ability to communicate with customer personnel at all levels as circumstance requires, including Executive, Program Management, Engineering, Procurement, Planning, and Business Development.
- Advise Rantec leadership regarding opportunities/threats/concerns/important developments with Customer account, and support activities to identify, create, and implement countermeasures in the face of competitive threats.
- Support team members to drive professional development and industry knowledge.
- Establish and maintain strong working relationship with Rantec leaders.
- Utilize Rantec's CRM system (Salesforce), develop and maintain opportunity data and a booking forecast. Record key contact interactions and execute assigned tasks.
- Develop and maintain detailed opportunity records supporting Rantec's 5 year EOF plan.
- Support internal reporting processes.



- Recommend and coordinate the execution of capture strategies.
- Support the development and maintenance of marketing tools.
- Support development of Rantec product portfolio strategy in line with the company Technology Roadmap; and Market factors.
- Support product positioning, promotion, and pricing strategy development.
- Represent Rantec at industry related trade association meetings and conventions to promote Rantec products, capability, and technology.
- Additional Responsibilities:
 - Ability to communicate effectively verbally and electronically.
 - Ability to work flexible hours, as needed.
 - Ability to work in a safe professional manner adhering to all regulatory requirements including OSHA, EPA, State and Federal Regulations.
 - As the Company's success relies on the productivity of our team and adherence to customer product schedules, an essential function of this position is the ability to arrive to work on-time, and work each day, as scheduled.
 - Perform other duties as assigned.

Qualification Requirements:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires access to our export-controlled commodities, technical data, technology and services. These items are restricted under the International Traffic in Arms Regulations (ITAR) to U.S. Citizens, Lawful Permanent Residents of the U.S. and properly licensed foreign persons. Therefore, employment is contingent on compliance with ITAR regulations and successfully obtaining and maintaining the necessary export authorization license from the U.S. Department of Commerce's Bureau of Industry and Security, U.S. Department of State's Office of Defense Trade Controls, or other applicable government agency.

TRAVEL

- Up to 70% supporting customer related meetings and industry events and if remote, regular visits to Rantec facilities.

Education and Experience

- BS/BA Degree in technical discipline or equivalent combination of relevant education and professional experience. MBA desirable.
- Ten plus years related Aerospace and Defense experience preferred; Electrical Engineering focus and knowledge in Defense industry is highly desirable.
- Strong leadership skills.
- Prior experience in Business Development, Account Management or Sales Departments.
- Demonstrated ability to work at all levels of Customer organization.
- Demonstrated in-depth Business Development techniques supporting business case development and analysis; financial acumen related to USG contracting.
- Salesforce knowledge and experience preferred.



- Experience in, and ability to decipher contracts, regulations, and procedures; previous experience with contract administration and negotiation required.
- Knowledge of FAA, FAR, DFAR, (Federal Aviation Administration / Federal Acquisition Regulation / Defense Federal Acquisition Regulation) desirable.
- Possess excellent written and verbal communication skills.
- Ability to multi-task effectively and demonstrate excellent time-management and organizational skills.
- Demonstrate proficiency with Microsoft Word, Excel, PowerPoint and Project.

Physical Demands

The physical demands described here are representative of those to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee needs to be able to sit, stand and move about the inside of the facility.
- Operates a computer and other office productivity machinery, such as; calculator, copy machine, printers, etc.
- Lifting and handling of boxes and/or materials up to a maximum of 25 pounds, and 15 pounds occasionally.
- Specific vision abilities required by this job; close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.
- As travel is required, requires an ability to fly for up to eight (8) hours, sitting for prolonged periods of time while doing so in small spaces.

Rantec is proud to be an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or status as a protected veteran. Rantec will consider reasonable accommodation to its policies for employees and applicants due to sincerely held religious belief.