

JOB TITLE: BUSINESS DEVELOPMENT MANAGER
REPORTS TO: CHIEF COMMERCIAL OFFICER
LOCATION: Johannesburg, SOUTH AFRICA

Loowatt is a UK-based B2B solution provider of premium waterless, and circular economy sanitation solutions for Africa. We believe everyone should have a toilet that is safe and clean, protects water resources, supports circular economies, and most importantly, brings a bit of joy to everyday life. To achieve this, we have developed a patented, off-grid sanitation technology ideal for communities with limited access to water and sanitation.

The toilet is designed for regular servicing (i.e., weekly waste collection), and delivers a user experience akin to a flush toilet, and far superior to pit latrines and urine diverting toilets. Uniquely, the solution enables the transformation of the waste into byproducts (e.g., biogas, compost), and contributes to the resilience of the communities being served.

Loowatt's technologies have been deployed by service providers in Madagascar, South Africa, and the UK.

A/ ABOUT THIS ROLE

We are seeking a **highly motivated, enthusiastic, and solutions-driven** B2B business development professional to help us **drive the sales of Loowatt's solutions to impact-focused corporates and local authorities in South Africa.**

Ideally based in Johannesburg, you would have experience in environmental and social and impact assessments (ESIA) in South Africa, and an understanding of procurement by corporates and governments (national, provincial and municipal). You will be a self-starter and self-disciplined, able to work with our global team to drive qualified leads through the sales pipeline. You will also be able to quickly learn and accurately articulate Loowatt's value proposition to users, as well as the social and environmental impact to target communities.

Key Outcomes:

- Achieve or exceed your sales targets and build a pipeline for significant further growth.

Responsibilities:

- **Consultative Approach:** Engage leads by following an exploratory and consultative approach to solution selling and closing medium-to-large complex deals (\$0.5 to 5 million). These leads are typically generated through referrals, social media, networking, industry events, etc.
- **Proposal Preparation:** Collaborate and innovate as needed to create customer-facing presentations and proposals unique to the prospect and situation.
- **Winning Contracts:** You would be expected to take leads through the journey of identifying a fit for Loowatt solutions, and negotiating through agreement, contract, and procurement obstacles to achieve an ultimate win.
- **Tracking Pipeline** – Follow a disciplined and timely approach to tracking the sales process and KPIs through the existing systems.
- **Receiving Training** – Receive training to align our sales culture and get intimately familiar with Loowatt's products, services, impact, and tools.
- **Internally Collaborating** – Work closely with the commercial and technical functions at Loowatt to support existing and potential customers in generating demand (e.g., attending trade events, generating content, running campaigns, etc.) and overcoming challenges.
- **Supporting Partnerships** – Support the technical and delivery teams in establishing the necessary partnerships with suppliers of auxiliary equipment or services required by the customer.
- **Market Positioning** – Collect and report on market intelligence to strengthen Loowatt's understanding and positioning within the South African market.

- **Ensuring Alignment** – Attend and contribute to weekly sales and alignment meetings in person or online to share wins, challenges, KPIs, pipeline progress and receive coaching.
- **Embracing Unexpected Responsibilities:** Embrace new and sometimes unexpected responsibilities in tasks related to marketing and sales delivery.

Experience and Skills:

- Required:
 - 5+ years of **successful sales of environmental products or services (e.g., consultancy) to corporations or governments** in South Africa.
 - At least a **bachelor's degree in business or environmental fields**, or similar. We will also consider applicants who possess substantive relevant professional experience.
 - Deep understanding of the **Corporate Social Responsibility (CSR)** sector in South Africa, including procurement processes, legal obligations, best practices, etc.
 - Advanced skills in using **Microsoft Office** (PowerPoint, Word & Excel) and **Google Suite** (Docs, Sheets, Slides) to create documents which are effective at communicating messages to potential customers in a clear and succinct manner.
 - **Strong financial skills** with the capacity to create customised proposals for customers quickly and accurately.
 - Advanced skills in using **CRM systems** to track sales processes and performance.
 - Open to travelling both nationally within South Africa and internationally.
- Desirable:
 - A **masters degree** in environmental engineering or sciences, and / or business administration.
 - Breadth and depth of relationships with **corporations and / or government entities** in South Africa.
 - Deep understanding of the **sanitation** in South Africa.
 - Experience working in **entrepreneurial, innovative businesses, and large companies**.

Personal characteristics:

Specifically, we're looking for these eight (8) characteristics:

1. **Confident Communicator and Active Listener** – You are articulate, amiable, perceptive, empathic, honest, and curious, helping solve our customers' pain points and making them feel heard.
2. **Strong Judgement** – You are able to make good calls and judgements to make sure your work is being effectively prioritised and focused on achieving your objectives.
3. **Data driven** – You are keen to monitor your own performance and that of the company to help us all understand how to better achieve our targets.
4. **Detail Oriented** – You can learn the details quickly, work methodologically, and triple check your own work to produce accurate and high-quality outputs.
5. **Coachable** – You are interested and willing to learn, actively seek out and integrate feedback, and consistently attempt new actions to improve results.
6. **Resilient Self-Starter** – We're a small team and don't have all the answers, so you will collaboratively develop processes / systems that address existing gaps to help get the job done.
7. **Believer in the Collective** – You believe in the power of teams. A catalyst, not a cowboy.
8. **Commitment to Impact** – You are committed to Loowatt's mission, which combines commercial success with positive social and environmental impacts.

B/ WHAT WE OFFER:

These are the seven (7) key things you can expect from us:

1. **Room for growth** – With bold growth targets, we offer considerable room for individual growth to support us in achieving significant growth.
2. **Mission driven team** – You will be quickly embraced as part of a team that is big on collaboration and impact.
3. **An opportunity for impact** – You will be part of a triple-bottom line business; as well as financial impact, you will contribute to creating social and environmental impact in the UK and overseas.
4. **Inclusive environment** – We work hard to create an inclusive environment that encourages empathy and embraces diversity.
5. **Training and mentoring** – We will offer opportunities for internal and external training and mentoring to help you progress in your personal career and role.
6. **Flexible working** – Working hours are typically 9:30 am to 5:30 pm from Monday to Friday, but we are flexible to accommodate your needs.
7. **Competitive remuneration** – We offer a competitive salary and bonus structure to help us attract the best talent we can find.

C/ HOW TO APPLY:

Send your CV and Covering Letter by email to careers@loowatt.com, with **Business Development Manager** in the subject heading. Applications will be considered on a rolling basis, although the final **deadline is end of day 30 August 2023**.

Shortlisted candidates would be expected to undertake a first stage of assessments, that includes:

1. a virtual interview with the line manager and another key member of staff, and
2. a practical assessment to assess key skills.

Candidates that progress to the second stage will be invited to attend a second interview, with a potential third and final interview with the CEO to clarify additional details and assess cultural fit.

The first set of interviews are expected to take place on the **week of the 4th of September 2023**, although these dates may change.