Shell Recruitment

jobs@shellrecuitment.co.za

PROVINCIAL BUSINESS DEVELOPMENT MANAGER

Role purpose

Own and grow our client's employer-development pipeline within an allocated province. The BDM is responsible for opening corporate doors, securing recruitment/workforce mandates and converting relationships into collected revenue.
Our client's central team delivers recruitment, finance and administration support.

Recruitment mandate

- Prioritise proven delivery over polished CV language. Candidates must be able to explain what they personally delivered, not only what their team achieved.
- Verify employment history, scope, targets and references before final recommendation.
- For sales roles, obtain evidence of targets, pipeline ownership, new accounts won and revenue generated.
- For recruitment roles, obtain evidence of vacancies handled, sourcing methods, placements and recruitment systems used.
- For finance/administration roles, test Excel, numerical accuracy, reconciliations and document-control discipline.
- For tender roles, request examples of tender environments, values, submission volumes, pricing/costing exposure and awards contributed to.
- Candidates must be comfortable with accountability, measurable KPIs, weekly reporting and a start-up/growth environment.

Key responsibilities

- Build a province-specific target-account list and maintain an active CRM pipeline.
- Prospect through calls, email, LinkedIn, networking, referrals and face-to-face engagement.
- Secure meetings with HR, Talent Acquisition, Procurement, Operations and executive decisionmakers.
- Identify and originate Permanent Recruitment (PEA), specialist, graduate, bulk/volume and TEA/TES opportunities.
- Obtain approved recruitment terms, workforce briefs, vacancies and supplier/panel opportunities.
- Develop originated accounts and maintain professional client relationships.
- Submit weekly activity, pipeline, conversion and revenue reports.
- Work with central Talent Acquisition to ensure accurate handover of mandates and client expectations.
- Operate within approved pricing, credit, contractual and commercial authority.

Minimum qualifications

- Matric / Grade 12 essential.
- Relevant Sales, Marketing, Business, HR or related tertiary qualification advantageous.
- Valid driver's licence; reliable transport strongly preferred for client-facing activity.

Experiential requirements

- Minimum 5 years' proven B2B business development/new-client acquisition experience preferred.
- Demonstrable experience selling services to corporate clients; recruitment, staffing/TES, HR, outsourcing, payroll or professional services strongly advantageous.
- Proven ability to prospect independently rather than relying on inbound leads.
- Experience engaging senior corporate decision-makers and navigating procurement/vendor processes.
- Strong CRM/pipeline management, negotiation, presentation and follow-up discipline.

To apply email your CV to apply@shellrecruitment.co.za using the reference: PBDM