

## **Business Development Manager - 3PL & Adaptive Growth Logistics**

**Reports to:** CEO, Founder Brian McMaster

**Location:** Remote or On-site (Kansas City, MO)

**Employment Type:** Full-Time

### **About M&M Quality Solutions**

M&M Quality Solutions is redefining the 3PL industry with Adaptive Growth Logistics (AGL), a category-leading approach that does more than just move boxes. We actively help brands scale through innovative, flexible, and growth-focused logistics. With over 30 years of operational excellence, nationwide coverage, and a proven reputation for reliability, we're the logistics partner that scaling brands choose to trust.

We've built a high-performing lead generation and qualification system. Now, we're looking for a Business Development Manager who can take those qualified opportunities and turn them into profitable, long-term contracts. This is not a "smile and dial" role; it's for a true dealmaker who knows the 3PL space, can navigate complex decision-making, and closes with confidence.

### **Role Overview**

The Business Development Manager will own the final stages of the sales process, from late-stage discovery to signed contract. This role involves closing deals, structuring agreements, and cultivating high-value client relationships in the 3PL space. Success will be measured by your ability to convert qualified leads into signed, profitable contracts and expand M&M's market presence in key growth sectors.

### **Key Responsibilities & Deliverables**

#### **Primary Deliverables**

- Close \$700k+ in new annual contract value per quarter (target set during onboarding).
- Maintain a close rate of X% or higher on assigned, sales-qualified opportunities.
- Deliver accurate, timely CRM updates for all opportunities in the pipeline.

#### **Core Responsibilities**

- Take over sales-qualified leads from our funnel and guide them through the closing process.
- Conduct high-impact discovery sessions to confirm needs, identify value drivers, and uncover decision triggers.
- Present tailored proposals that demonstrate ROI, operational benefits, and competitive advantage.
- Negotiate pricing, terms, and contract structure to achieve both client satisfaction and profitability.
- Collaborate with operations and account management to ensure solution feasibility and smooth onboarding.
- Identify upsell and cross-sell opportunities during deal structuring.
- Maintain ongoing relationships with strategic clients to ensure long-term retention.

## First 90-Day Expectations

- Master M&M's AGL model, services, and competitive differentiators.
- Learn and confidently present our top objection-handling strategies.
- Achieve at least **X%** of the closing quota by month three.
- Build trusted relationships with marketing, lead qualification, and operations teams.
- Demonstrate a disciplined, organized, and proactive approach to deal management.

## Required Experience & Qualifications

- 5+ years of B2B sales experience with a proven track record in the 3PL, supply chain, or logistics industry.
- Demonstrated success closing \$100K+ annual contract value deals.
- Expertise in deal structuring and negotiation with C-suite and senior decision-makers.
- Deep understanding of logistics KPIs, service models, and operational considerations.
- Proven ability to manage multiple high-value opportunities at once in a fast-paced environment.
- Proficiency with CRM systems (HubSpot, Salesforce, or similar).

## Key Traits (Predictive Index Alignment)

- **Proactive & competitive** – Takes initiative, thrives on winning, and pushes for results.
- **Persuasive communicator** – Connects quickly, inspires trust, and overcomes objections.
- **Results-driven** – Maintains focus on outcomes over activity.
- **Adaptable** – Excels in fast-changing conditions and embraces variety.
- **Strategic thinker** – Can identify the long-term value in each deal.

## Compensation & Benefits

- Competitive base salary + uncapped commission
- Health, dental, and vision benefits
- Flexible work arrangements
- Access to a steady stream of high-quality, sales-ready leads
- Opportunity to sell a truly differentiated logistics solution in a growing market