

Business Development Manager – North America

Collingwood, ON Canada

Full-time position

WHO WE ARE:

Chickapea is on a mission to create good for the world through nutritious, organic meal options and impactful social contributions. We are a young, fast-growing company that launched our first product line, Chickapea Pasta, in 2016. In just two years, Chickapea is being sold in more than 2,500 stores across North America, and has recently launched a delicious Mac & Cheese line! Founded by Shelby Taylor, a young mom and local entrepreneur, Chickapea is passionate about creating simple, delicious and truly nutritious meal options.

We are a socially responsible company that cares a great deal not only about our health, but our planet and our people. Everyone who works with Chickapea shares these values; they make Chickapea a great place to work and bring us together to achieve common goals. It is imperative that everyone who joins our team can jump in with both feet, and also with their heart.

Located in the beautiful, recreational town of Collingwood, ON, the Chickapea office is a fun and friendly place to work. We are a small, hard-working team dedicated to our mission and to getting our pasta into as many bodies as possible. We believe in work-life balance and rewarding results.

YOUR ROLE:

A leading role within the company, the Business Development Manager will contribute a great deal to our continued growth and success. You will be responsible for driving our sales strategy across North America by developing and building on key partnerships with retailers, buyers, distributors and brokers. We are an innovative, exciting brand and offer you the opportunity to shake things up, make a splash and bring Chickapea to the masses. We are excited to welcome a motivated, creative, talented, good-hearted, hard-working Sales Manager to our team.

YOUR DUTIES:

- Oversee North American sales for all Chickapea products.
- Establish sales objectives by forecasting and developing annual sales goals for regions and territories; projecting expected sales volume and profit for existing and new products.
- Prepare monthly, quarterly and annual sales forecasts

- Report on progress frequently.
 - Implement national sales programs by developing field sales action plans.
 - Identify emerging markets and market shifts while being fully aware of new products and competition status
 - Identify opportunities and implement strategic plans, in partnership with national brokers.
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- Manage brokers and distributors in executing strategies and surpassing sales goals
 - Assess the strengths and weaknesses of the sales team and manage the sales program accordingly
 - Develop meaningful relationships with brokers, buyers, and retailers
 - Think outside the box. In a growing and competitive category, it's essential be creative and find new and exciting ways to get Chickapea into the pantries of homes across North America.
 - Liase with Chickapea's marketing team to optimize promotions, in-store POS, ensure brand consistency and implement strategies based on analytics.
 - Use internal and external reporting tools, such as SPINS, Quickbooks, broker and distributor portals, to inform strategy and report on sales.

YOUR EXPERIENCE & SKILLS:

- Values that align with Chickapea's mission, vision and guiding principles
- 3+ years professional sales experience
- Track record of superior performance records
- CPG background a major asset, and natural channel a bonus
- Strong food business sense and industry expertise
- Proven ability to lead a national and/or international sales strategy and team
- Hands-on, entrepreneurial mindset to thrive in a start-up environment where the ability to adapt to change and manage aggressive growth is necessary.
- Excellent negotiation skills.
- Superb communication skills in all forms: writing, phone, in-person
- Excellent organization and follow-up.
- Strong decision-making abilities.
- Ability to travel regularly to meetings, tradeshow, and events, including weekends.
- A true interest in health, social good and of course, a love of Chickapea!

COMPENSATION:

Salary and commission will commensurate with experience.

Email hello@choosechickapea.com with subject "Application for Business Development Manager – [your name]" and include your resume and a cover letter describing why you want to join Chickapea and why you would be the perfect fit for this role.