

SALES JOB POSTING

Job Title: Business Development Manager (Remote)



Job Description:

About Hawki IT

Hawki IT delivers cutting-edge managed IT services, cybersecurity, and cloud infrastructure solutions to businesses. As a fast-growing startup, we're looking for someone with the energy, drive, and hunger to help us scale quickly. If you're excited about building something big and thrive in a startup environment, this is your chance to grow with us!

The Role

As the **Business Development Manager**, your mission is to generate new business through cold calling, networking, and relationship building. You'll attend industry events, engage with potential clients, and ultimately drive revenue growth for Hawki IT. You'll be a key player in our expansion efforts, helping to develop and implement our sales strategy.

Key Responsibilities:

- **Lead Generation & Cold Outreach:** Build and maintain a robust sales pipeline through proactive outreach (cold calling, emailing) via Hubspot or another CRM system.
- **Networking & Events:** Attend industry events and conferences to create and nurture potential business relationships.
- **Relationship Building:** Develop strong relationships with key decision-makers to secure contracts and long-term partnerships.
- **Sales Pipeline Management:** Own the full sales cycle from lead generation to closing deals.
- **Collaboration:** Work closely with the marketing and technical teams to align efforts and identify opportunities for growth.
- **Achieving Sales Targets:** Set ambitious targets and exceed them, playing a key role in our company's success.

Ideal Candidate:

- 2+ years of experience in sales or business development (experience in IT, tech, or SaaS is a plus but not mandatory). Recent inside sales experience is an asset.
- Confident cold caller with a hunger to grow their book of business.
- Excellent communication and relationship-building skills.



- Strong work ethic, self-motivated, and adaptable in a startup environment.
- Comfortable with remote work and being proactive without micromanagement.
- Entrepreneurial mindset with a desire to grow with the company.
- Ideally based in Ontario, Greater-Toronto-Area to build our client base and expand from there.

Compensation Package:

Base Salary:

- CAD \$90,000 OTE annually.

Performance-Based Incentives:

- **Commission:** Uncapped commission structure
- **Bonus:** Quarterly bonuses based on individual performance and team goals.

Profit Growth Share Program

We offer a **Profit Growth Share Program** (PGSP), which allows you to share in the success of Hawki IT based on the company's profitability.

Here's how it works:

Annual Profit Bonus:

- Every year, a percentage of the company's **net profit growth** (i.e., profits above the previous year's level) will be allocated as a bonus pool for key team members.

Personal Growth Multiplier:

- Your share of the bonus pool will be based on a **Personal Growth Multiplier**, tied to the revenue you help generate. The more business you bring in, the higher your multiplier.
- For example: If the company grows its profit by CAD \$500,000 in one year, and your Personal Growth Multiplier is 1.5x, you'd receive 1.5% of that profit growth = **CAD \$7,500** bonus.

Accelerator:

- If company-wide growth surpasses certain milestones (e.g., 20% profit growth), your Personal Growth Multiplier can **double**, allowing for even bigger bonuses in high-growth years.

Other Perks:

- **Remote Work Flexibility:** Enjoy flexible hours and work-from-home setup.
- **Travel for Networking:** Company-paid travel to attend key industry events, conferences, and meetings.
- **Professional Development:** Ongoing training, access to courses, and opportunities for personal growth.

Why This Profit Growth Share Program?

We want you to feel like you're not just an employee but a key partner in our success. As the company thrives, so do you. The more you contribute to Hawki IT's growth, the bigger your share in the profits. This program incentivizes long-term thinking and rewards your efforts in helping build the future of the company.

Why Join Us?

You'll be joining a startup at an exciting growth stage, with plenty of opportunities to make your mark. We're offering the chance to grow something big, work closely with senior leadership, and take ownership of your role as the company scales.

Apply online:

To apply, tell us why you want to join us in this role and send your resume to hello@hawkiit.com

www.hawkiit.com/careers

e-mail: hello@hawkiit.com