
Job title:	Vice President (VP) Sales & Business Development
Reports to:	President & CEO
Direct/indirect report(s):	Marketing & Communications Specialist
Department:	Corporate Services/ Strategic Growth
Operational budget:	\$ N/A
Position type:	Salary

Summary:

The Vice President (VP) of Sales & Business Development provides executive leadership in driving revenue growth, expanding market presence, and strengthening TESC’s competitive position across existing and emerging sectors. This role leads the development of high-impact sales strategies, builds strong client and partner relationships, and ensures integrated planning initiatives that support long-term profitability and business sustainability.

Key Responsibilities:

Strategic Growth and Market Leadership

- Lead the design and execution of comprehensive sales and business development strategies aligned with TESC’s corporate objectives.
- Facilitate strategic planning sessions with executives and departmental leaders to establish priorities and measurable outcomes.
- Identify and pursue new business opportunities, partnerships, and markets, including expansion into new service verticals.
- Monitor industry trends, client needs, and competitor activity to inform strategic decision-making.
- Support five- and ten-year growth plans to advance diversification and sustainability.
- Evaluate sales and marketing performance, recommending improvements for efficiency and ROI.

Sales, Marketing, and Strategic Communication

- Oversee all corporate sales and marketing functions.
- Develop sales methodologies, client engagement approaches, and proposal frameworks.
- Ensure alignment between sales, estimating, operations, and project delivery teams.
- Lead marketing campaigns, proposal development, branding, and communication strategies.
- Participate in budgeting and operational planning.

Business Development Execution

- Lead proposal preparation, presentations, and bid submissions.
- Cultivate strong relationships with clients, partners, and industry stakeholders.
- Represent TESC at industry forums, conferences, and business events.
- Champion innovation in sales and client engagement.

Business Sustainability

- Advance initiatives supporting long-term organizational sustainability and responsible growth.
- Develop partnerships that enhance Indigenous Relations, environmental, social, and economic sustainability objectives.
- Integrate sustainability considerations into business strategies and pursuits.
- Ensure alignment with client expectations, regulatory requirements, and industry standards.
- Support workforce development and long-term talent sustainability.

Leadership, Facilitation, and Collaboration

- Facilitate collaboration across departments to align corporate priorities with operational delivery.
- Lead and mentor sales, business development, and marketing teams.
- Promote a culture of accountability, innovation, and continuous improvement.
- Participate in executive committees and organization-wide planning initiatives.

Qualifications and Experience

- Bachelor's degree in Business, Marketing, Engineering, or related field (Master's preferred).
- Minimum 15 years of progressive sales or business development experience, including senior leadership.
- Proven success developing growth strategies in construction or industrial sectors.
- Experience with strategic planning and cross-functional leadership.
- Strong commercial, negotiation, and client relationship management skills.
- Experience integrating sustainability considerations into business planning is an asset.
- Excellent communication, negotiation, and interpersonal capabilities.
- Demonstrated ability to lead teams and manage complex initiatives.
- Valid driver's license and ability to travel as required.

Core Competencies

- Strategic Leadership
- Strategic Planning & Facilitation
- Relationship Management
- Innovation & Business Acumen
- Collaboration & Integration
- Integrity & Accountability
- Results Orientation

Performance Expectations

- Effective facilitation of strategic planning sessions.
- Demonstrated revenue growth and market expansion.
- Implementation of high-performing sales and business development initiatives.
- Advancement of business sustainability priorities.
- Strengthened collaboration across executive and operational teams.