# LaunchCode:
# **Business Development Manager**

## LaunchCode

LaunchCode is a non-profit solving the tech talent gap and paving new pathways to economic opportunity through apprenticeships and job placement in technology. Since 2013, we've launched over 2,200 careers across the nation and have provided free, skills-based training to over 6,700 driven individuals. Check out our most recent impact report [here](here).

## Business Development Manager

We're looking for a self-motivated Business Development Manager to help us expand tech greatness in the Kansas City area.

The Business Development Manager lays the foundation of the sales effort by identifying prospective clients and articulating the value of LaunchCode. You will work strategically with our company team to find new customers that fit the LaunchCode ecosystem.  As the first line of contact, you are able to understand the diverse business needs of our customers.  You're quick on their feet and an expert in selling the value of non-traditional entry-level tech talent.  You use your convincing personality and passion to win opportunities and close business.

## Responsibilities

GENERATE NEW OPPORTUNITIES (40%)
- Gain interest in new company partners through cold calling and cold emails
- Sell LaunchCode's mission and success to new companies who are not current partners
- Achieves meeting metrics set by leadership.

CLOSE NEW BUSINESS (40%)
- Drive the sales cycle through MSA to placement
- Meet quarterly goals to achieve desired placement numbers
- Generate a majority of placements through LaunchCode's on-our-books model

MARKETING & COMMUNITY ENGAGEMENT (10%)
- Serve as a general ambassador for LaunchCode - plan and host events designed to let the community know about LaunchCode programs and

services, represent LaunchCode at community and stakeholder events, network with local organizations who can support LaunchCode students
- Work with the marketing team to develop and execute local social media and communication strategies.

CANDIDATE MATCHING (5%)
- Use LaunchCode's internal data system to make best decision on which candidates to choose for an opportunity

INTERVIEW COORDINATION (5%)
- Organize interviews between candidates and company partners
- Follow up with company partners immediately following the interview to ask for apprenticeship offer

## Qualifications

- Resilient and persuasive personality
- Sense of urgency in generating activity and outcomes
- Critical thinking and strong decision-making abilities
- Impeccable communication skills
- Intellect, passion, curiosity, hunger and grit
- Operates comfortably in a fast-paced, dynamic environment

## What it's like to work at LaunchCode

Are you a person who's always listening for connections? Got an earnest drive to open doors to opportunity for others and make an impact on their lives? If so, then you've come to the right place.

**You're part of changing the tech landscape and changing lives** - Traditionally, tech education hasn't been widely accessible to many demographics and populations. Of LaunchCode students enrolled in courses in 2020, 50% identify as people of color and 56% identify as women. 69% come from low-to-moderate income households. After being placed in a permanent position, the average LaunchCoder more than doubles their previous salary.

**You'll be part of a company that values diversity, equity, and inclusion among our staff, students, and board** - In 2019, the St Louis Women's Foundation named LaunchCode as an honoree in its employment scorecard initiative for demonstrating a strong commitment to women in the workplace. Forbes also named us one of 2020's best startup employers in the U.S. But beyond the external recognition, we

believe deeply in Black Lives Matter, celebrating [Pride](#) all year round, and uplifting [women in tech](#).

**You'll be immersed in a culture based on shared values** - We love to laugh and compete for the best GIF game on Slack. We also share these values: collaboration, trust, appreciation, and being kind.

## Position Type

Full-time — 40 hours per week

## All full-time roles at LaunchCode come with:

- **Competitive salary** - This will be a salaried position in the range of $60,000-70,000, with eligibility for a commission-based bonus.
- **Benefits** -  We offer competitive healthcare (including access to an HSA), dental, and vision plans, with employer premium contributions, and an optional life insurance plan. We also offer an employer match to a 401(k) plan and immediate vesting.
- **Personal Time Off** - All full-time employees get 20 Personal Time Off days per calendar year, and 10 company holidays.
- **Remote work** - We recognize that the best work environment differs from person to person, and offer remote work options.
- **Flexible hours** - Everyone has different schedules and responsibilities. We encourage you to be "online" when you work best, as long as you are available for team meetings and can communicate effectively with your coworkers.
- **Laptop and phone reimbursement** - LaunchCode provides a monthly phone stipend for full-time employees, and a laptop reimbursement of at least $1000 for all new employees.
- **Professional development** - We offer ample internal and external opportunities for each employee's continued career growth, including a professional development stipend.
- **Paid family leave** - Employees who have been with LaunchCode for at least 6 months are eligible for a family leave plan of up to 3 weeks paid and 3 weeks unpaid. Employees who have been with LaunchCode for at least 1 year are

eligible for a family leave plan of up to 6 weeks paid and 6 weeks unpaid. Family leave is offered to all eligible employees, regardless of gender.

## To Apply

Apply online by filling out the form above.   No phone calls, please. References should be available upon request. Applications will be accepted on a rolling basis until the position is filled. We highly recommend applying as early as possible for the best chance of moving forward.  The employment eligibility of all new hires will be verified using E-Verify.

## We Heart Diversity

Thanks for reading this far! LaunchCode supports and fosters leadership from underrepresented communities. We strongly encourage folks from immigrant communities and communities of color, as well as those who identify as women, LGBTQ or under-resourced to apply.  LaunchCode is an Equal Employment Opportunity Employer. Program and employment policies of LaunchCode are nondiscriminatory in regard to race, color, gender, religion, age, national origin, disability, veteran status or sexual orientation.