



Job Title:	Director of Business Development	Department:	Sales
Reports to:	To Confirm	Location:	Baltimore, MD
Travel Required :	Yes, as needed.	Position Type:	Full-time, exempt
Level/Salary Range:	\$75k-\$125k + Commission	Supervision responsibilities ?	No.

Job Description

Purpose

Electronics Value Recovery (EVR) is a leading R2v3-certified, ISO 9001/14001/45001-certified IT Asset Disposition (ITAD) and electronics reuse and recycling company based in Baltimore, Maryland. EVR specializes in secure data destruction, ITAD, electronics recycling, and value recovery from end-of-life IT assets. We help organizations responsibly manage and monetize retired technology through compliant, transparent, and environmentally responsible processes.

The Director of Business Development is responsible for generating new business, developing qualified opportunities, and building long-term customer and channel relationships for EVR. This role manages the full sales cycle from prospecting through contract execution and sells EVR's IT Asset Disposition (ITAD), electronics recycling, certified data destruction, and value recovery services. The position is expected to build and maintain an accurate pipeline in HubSpot while consistently working toward established sales, gross margin, and activity goals.

Our business is guided by a core belief: sustainability is not a goal or initiative—it is a constraint. Every team member at EVR is expected to embrace and display the following company core values:

- **People:** EVR takes pride in the diversity of its team.
- **Sustainable:** We are committed to the long-term sustainability of the planet and the business.
- **Service:** EVR distinguishes itself through the quality of service that we deliver.
- **Fun:** Enjoying our work allows us to be a more productive company and ultimately to deliver our clients a better overall experience.

Role and Responsibilities

New Business Development

- Generate new business through outbound prospecting, networking, referrals, and strategic partnerships.
- Develop new customer relationships from initial outreach through qualification

and long-term account development.

- Build a healthy pipeline of qualified opportunities through consistent prospecting and relationship development.
- Convert new prospects into long-term customers and identify opportunities to expand EVR's reach within target markets.

Sales Cycle & Revenue Growth

- Manage the full sales cycle from lead generation and discovery through proposal, negotiation, and contract execution.
- Sell EVR's IT Asset Disposition (ITAD), electronics recycling, certified data destruction, and value recovery services.
- Achieve or exceed established sales, gross margin, revenue, and activity goals.
- Develop opportunities that support profitable, sustainable revenue growth and long-term customer value.

Relationship & Channel Development

- Build and maintain relationships with enterprise customers, channel partners, referral sources, and other strategic partners.
- Leverage networking, referrals, and industry relationships to identify and advance qualified opportunities.
- Represent EVR professionally at customer meetings, industry events, conferences, networking functions, and relevant industry associations.

CRM, Forecasting & Market Awareness

- Maintain accurate sales pipeline information, activities, forecasts, and opportunities within HubSpot CRM.
- Provide timely and reliable visibility into opportunity status, next steps, and expected close timing.
- Stay informed on market trends, competitive offerings, industry developments, and emerging opportunities.

Cross-Functional Collaboration

- Collaborate with Operations and other internal teams to support successful project execution and exceptional customer satisfaction.
- Communicate customer requirements and commitments clearly to support a smooth transition from sales to service delivery.

Required Skills and Qualifications

- 3–5 years of successful B2B sales experience, preferably in IT Asset Disposition (ITAD), electronics recycling, enterprise technology, logistics or supply chain, Managed IT Services (MSPs), reverse logistics, technology lifecycle management, or a related field.
- Demonstrated track record of meeting or exceeding sales and revenue goals.
- Experience developing new business through prospecting, referrals, networking, and strategic account management.

- Strong communication, presentation, negotiation, and relationship-building skills.
- Proficiency with CRM systems; HubSpot experience is preferred.
- Bachelor's degree preferred, or an equivalent combination of education and relevant sales experience.

Preferred Industry Knowledge

The ideal candidate will possess working knowledge of one or more of the following areas. Formal certifications are considered a plus:

- IT Asset Disposition (ITAD) and electronics recycling
- Data destruction, chain of custody, and secure data handling
- Enterprise hardware lifecycle management
- Environmental sustainability and ESG initiatives
- Secure data destruction standards, including NIST SP 800-88 R2
- R2v3, NAID AAA, e-Stewards, or similar industry standards

Preferred Industry Relationships

An existing professional network within the ITAD, electronics recycling, enterprise technology, or related industries is strongly preferred. Candidates should be able to demonstrate success building sales pipelines, developing customer relationships from scratch, generating qualified opportunities through networking and referrals, and converting prospects into long-term customers.

Relevant relationships may include:

- Enterprise IT organizations
- Managed Service Providers (MSPs)
- Value-Added Resellers (VARs)
- System integrators
- Corporate and government procurement organizations
- Data center operators
- Leasing and finance companies
- OEMs and technology manufacturers
- Corporate facilities and relocation companies

Key Performance Expectations

- Build and maintain an active, qualified sales pipeline through consistent outbound prospecting, networking, referrals, and strategic partnerships.
- Achieve or exceed established sales, gross margin, revenue, and activity goals.
- Maintain accurate and current opportunity, activity, and forecast data in HubSpot CRM.
- Develop new customer and partner relationships that contribute to long-term revenue growth and customer retention.
- Support successful project execution and customer satisfaction through effective cross-functional communication.

Physical Demands/Work Environment

The work environment characteristics and physical demands described here are representative of those an employee may encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Work is primarily performed in an office or remote sales environment, with travel to customer sites, meetings, conferences, and industry events as needed.
- Ability to sit for extended periods, use a computer and phone, and communicate effectively in person and through virtual meeting platforms.
- Ability to travel as needed to support customer development, relationship management, and business opportunities.