



NOW HIRING • BUSINESS DEVELOPMENT

## Business Development Representative

*Build relationships. Solve real problems. Grow with a winning team.*

COMPENSATION	\$65,000 base + commission (uncapped OTE)
ROLE TYPE	Full-time • Hybrid (field + office)
TERRITORY	Tuscaloosa, Birmingham, DRT, Cypress/Houston, or Frisco
PERKS	Vehicle/mileage program • Health benefits • Paid training
REPORTS TO	Office Business Development Manager

### THE ROLE AT A GLANCE

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When disaster strikes a business — fire, water, storm, mold — they don't need a vendor. They need someone who already knows them. As a BDR with SERVPRO Team Wilson, you'll own a territory of property managers, insurance agents, facility directors, and risk managers, and build the relationships that turn into the call when it matters.

**To be clear:** this is an active prospecting role. You'll be in front of clients daily — in-person visits, scheduled meetings, lunch-and-learns, CE classes, and networking events. The difference is *how* you prospect: relationship-first, research-led, consultative. You're not making 100 cold dials a day, but you *are* responsible for hitting weekly activity, meeting, and pipeline targets.

### HOW WE SELL: THE CLIENT LIFECYCLE

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Every BD rep at Team Wilson is trained on a four-phase relationship framework. You meet clients where they are — and grow them through every phase.

1	<b>Become a Friend</b> Build genuine rapport. Earn trust before you ever pitch.
2	<b>Become an Educator</b> Bring relevant insight. Help clients understand their challenges.
3	<b>Become a Consultant</b> Diagnose before you prescribe. Build the business case together.
4	<b>Become a Valued Supplier</b> Deliver. Be the partner they can't imagine replacing.

### WHAT YOU'LL DO

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- Own a defined territory of Centers of Influence (COIs) — property managers, insurance agents, facility directors, and key commercial accounts.

- Run consistent outbound activity: in-person visits, scheduled meetings, entertainment opportunities, CE classes, and association and networking events to build and maintain pipeline.
- Research every prospect before contact (LinkedIn, news, company updates) and lead with insight, not a brochure.
- Move accounts through the four-phase Client Lifecycle and document every interaction in our proprietary, modernized CRM.
- Diagnose pain, impact, and decision processes during discovery — and run quarterly business reviews on active accounts to surface expansion.
- Be proactive after a loss event: surface problems before clients do, own mistakes quickly, protect the relationship.
- Hit weekly activity, meeting, and pipeline metrics — with clean, timely reporting to management.

## WHO WE'RE LOOKING FOR

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### Required:

- Strong communicator who can hold an engaging, professional conversation with a CFO, a maintenance tech, and a property owner in the same day.
- Self-starter with strong organizational and time-management skills — you're empowered, so territory management is on you.
- CRM-disciplined, authentic and coachable; willing to be wrong, ask uncomfortable questions, and grow.
- High school diploma or equivalent; valid driver's license and clean driving record.

### Preferred:

- Bachelor's degree in business, marketing, or a related field.
- 2+ years of B2B sales, business development, or account management experience.
- Background in restoration, construction, insurance, or property management.
- Established network of COIs in your assigned territory.

## WHY SERVPRO TEAM WILSON

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- We are a multi-generational, faith-based organization who believes serving others is the best way to fulfill our ultimate calling.
- Our core values of Honor God, People First, Extreme Ownership, Pursue Excellence, Relentless Execution, Data Wins and Win as a Team are more than content to hang on the wall. They are the heart of our people and what we do.
- Actively expanding, multi-office franchise group across Alabama and Texas — real territory and real growth runway.
- Full BD training program built on the Client Lifecycle — you won't be handed a phone and told "go."
- Weekly coaching, structured BD Account Reviews, and clear performance metrics — you always know where you stand.
- Backed by the largest, #1 brand in restoration with national agreements and marketing support.

### READY TO APPLY?

Send your resume and a short note about a relationship you built that turned into business — we care more about how you sell than what you've sold.

*SERVPRO Team Wilson is an Equal Opportunity Employer.*