



Job Description Senior Business Development Manager

Labor Solutions

Location: Remote (strong preference for Asia/Europe)

Reports to: SVP of Client Services

About Labor Solutions

Labor Solutions is the only provider focused exclusively on engaging value chain workers and sites — delivering **Worker-Driven Due Diligence** at scale.

The **WELL Cycle**, powered by **WOVO**, engages workers and sites to surface real risk, diagnose root cause + close the gap.

WELL is UNGP-aligned, includes worker survey, site self-diagnostic, action plan + digital learning — each step building on the last. The cycle delivers a compounding body of intelligence — **WELL Intelligence**: a site + portfolio risk view grounded in worker voice, layered with site context and structured self-reflection — ranked by severity, paired with next actions, updated with each improvement, to meet regulatory obligations.

The cycle continues year after year because human rights is a practice, not a project.

Our methodology is founded in trust and driven by worker experience. We speak directly to workers because workers know what audits can't — finding risks in 35% of sites audits had cleared. Audits tell buyers what sites built. **WELL** tells buyers if it's working.

WELL: One Standard. Every Industry. Modular Design. Developed with industry leaders including adidas, Nike, H&M, Decathlon, Dell, Carter's, HP, Ralph Lauren, BT + Asker. The modular design adapts to the needs of any value chain and risk profile.

Proven at Scale. Reaching 100% of T1 sites. In the hands of more workers than any other tool in the industry. 3.8M workers in 41 languages and counting.

WORKERS FIRST. ALWAYS. · PROUDLY WOMEN-FOUNDED, WOMEN-LED · EMPLOYEE-OWNED · ASIA-BASED · OPERATING SINCE 2013

What you'll be doing:

As the Senior Business Development Manager, you will report to the SVP of Client Services and help grow our pipeline, support enterprise pursuits, and turn prospects into happy clients. This role is ideal for someone with experience in business development, sustainability (human rights), partnerships, account management, or consulting. Direct sales experience is a plus — but curiosity, grit, organization, and clear communication matter most. This is a fully remote role.

Pipeline Generation + Market Research

- Research target accounts, map stakeholders, run outbound campaigns, and qualify inbound interest.
- Track policy trends, industry news, and competitor offerings to inform campaigns.

**Prospect Engagement + Proposals**

- Book and prep discovery calls; capture prospect needs and translate them into clear next steps.
- Coordinate with cross-functional teams to craft concise, tailored proposals and SOWs.
- Hand over closed deals smoothly to Client Advisory/Implementation with clear context.

Sales Operations + Enablement

- Maintain CRM accuracy, build contact lists, track activities, and report on funnel metrics.
- Help refine decks, one-pagers, case studies, and event materials.
- Coordinate logistics, outreach, and follow-ups for events and webinars; support thought-leadership initiatives.

Success Matrix:

- Qualified opportunities created and conversion to late stages
- Meeting volume and account coverage in target segments
- Proposal cycle time and completeness
- CRM data quality and campaign follow-up rates

What we are looking for:

- 3+ years of professional experience in business development, partnerships, account management, consulting, or sustainability/social impact;
- Strong organization and follow-through; comfortable managing many moving parts and deadlines;
- Clear written and verbal communication; confident presenting to diverse stakeholders;
- Curiosity about worker voice, human rights, and value chains; eagerness to learn enterprise sales;
- Excellent English communication skills; additional languages are an advantage;
- Ability to work across time zones in a fast-moving, remote environment;
- Ability to travel 2–4x a year to attend conferences or meet clients;
- Based in Asia or Europe (applicants based in the Americas will not be considered).

Compensation:

This role includes a base salary plus commission, directly linked to your sales and business development results. We believe success should be shared — when the organization wins, you win. There are no additional bonuses or allowances; your earnings grow directly with the clients and opportunities you help bring in.

Please send your CV to: jobs@laborsolutions.tech