



Business Advisor & Business Development Professional for Consulting Services

Company Description

The Northeastern Pennsylvania Industrial Resource Center (NEPIRC) is a stand-alone private not-for-profit corporation that strives to improve the competitiveness of manufacturers throughout an 11-county region of northeastern, northern and part of central Pennsylvania so that those firms continue to create and sustain good-paying advanced manufacturing jobs for our families, friends, neighbors and fellow citizens. Our team understands that manufacturing fuels our regional economy by providing purposeful, family-sustaining jobs, generating revenue from out-of-state and overseas customers, supporting downstream supply chain jobs and remitting revenue to the Commonwealth and federal treasuries. Without a robust manufacturing economy, the quality of life of ALL Pennsylvanian's is threatened – and NEPIRC is at the front lines of ensuring that our manufacturers continue to thrive.

NEPIRC accomplishes its mission by providing our manufacturers with only the best assessment, evaluation, training and consultative services at investment points that are affordable and provide them with a high return on investment (ROI).

As a NEPIRC Business Advisor, you will:

- Work directly with small and mid-sized manufacturers within your territory to understand their challenges, particularly in the areas of workforce attraction and retention, team development and training, operational efficiency, quality systems, strategy and business growth and provide advisement as to how NEPIRC's services can assist in those areas.
- Collaborate with NEPIRC's team of professionals and subject matter experts to develop customized fee-based engagement proposals to your clients based upon their needs.
- Manage a sales pipeline and a portfolio of client accounts and projects.
- Build relationships and become a trusted advisor to your clients by leveraging your own expertise, the expertise of other members of NEPIRC's team, NEPIRC's lower-cost or occasional no-cost events and offerings (to create value and build client rapport) and the resources of our statewide and national affiliates.
- Stay up-to-date with technology and manufacturing-related advancements, trends and drivers to become a proactive, value-providing resource to help manufacturers thrive, strive, anticipate the future and close any critical gaps.
- Become a vital part of a learning organization that strives to be supportive, inclusive, forward-thinking, transparent, a resource of choice for our manufacturers and an employer of choice for our team members.
- Become an advocate for manufacturing within our region and across Pennsylvania.

Requirements for Success

NEPIRC's 30+ years of servicing the manufacturing community have proven that the following experiences position our Business Advisors for maximum success:

- A minimum of 6 years of manufacturing experience OR a combination of education and experience equivalent to 6 years of such experience OR a minimum of 6 years of consultative or technical sales experience.
- A demonstrated passion for manufacturing, process excellence, industrial skills, operational excellence, continuous improvement or some other aspect of our industrial heritage and economy.
- Bachelor's degree with an emphasis on Engineering, Business Management, Organizational Management, Marketing/Sales or similar.
- Proven business acumen and ability to interact professionally with C-level executives in ways that uncover their business needs and create connections between those objectives/needs and NEPIRC's services.
- Strong communication skills in diverse settings and different modes, including one-on-one, small groups, large groups, seminars/webinars, on-camera (video) and event hosting.
- Self-direction and ability to plan, organize and execute independently of direct day-to-day supervision while managing multiple projects and client opportunities.
- Commitment to a team effort and to team success – willingness and eagerness to collaborate, learn, discuss and develop solutions in a team environment.
- Proficiency Microsoft Office applications and experience with a Customer Relationship Management (CRM) system, preferably Salesforce, is desired.
- Valid PA driver's license and readiness to travel within service region.

What We Provide

NEPIRC is a "No Compromise Employer" – meaning we hire only the best. In turn, we treat our employees as professionals and colleagues. We view our teammates with dignity and respect and provide them with purposeful employment that aligns with their talents, likes and values.

- We provide **purpose** – because we monitor our clients' growth, you'll know exactly how your efforts benefit our region by enhancing the performance and employment levels of our clients.
- We provide **respect** – you'll be engaged in discussions and team meetings where your input is appreciated and valued, and you'll be consulted on decisions that impact you.
- We provide **technology** – we'll give you the tools and technology needed to succeed.
- We provide **learning** – we support your continued professional development and learning and expect that you'll take courses, attend conferences and obtain certifications.
- We provide **balance** – yes, we maintain an in-office policy so that our team members can see each other each day – unless they're on engagements or client visits – but we don't expect our staff to work evenings or weekends or be constantly "plugged in" to emails or messaging apps. Your time is your time.
- We provide **pride** – You'll be joining a firm with an outstanding regional brand – an organization that's received two international awards in the past 6 years and is objectively ranked #1 in the country across 5 metrics monitored by our stakeholders.

The Financial Info

NEPIRC has a compensation plan designed to reward high performance, encourage team synergy and collaboration and provide our employees with a high quality of life. Here's some of what NEPIRC offers for this particular position:

- **Base salary of \$65,000 to \$75,000 per year.**
- **Sign-on bonus of \$2,500** when you join the team and **\$2,500** after six months of being with us.
- **Bonus potential**, based upon achievable and quantifiable stretch goals, of **up to 10% of base salary.**
- **Commission rate of 5%** on all sales over agreed-upon quantified targets.
- **Two (2) weeks of paid vacation** during your first year of employment **PLUS 4 personal days** for time with family and friends **PLUS 2 wellness days** for routine check-ups, proactive medical testing or other efforts to stay healthy.
- Every team member gets their **birthday off as a paid day** – enjoy!!!
- **High company payment for health care** – we'll pay as much as 90% of your monthly health care plan premium under our world-class plan. If you opt out of our plan, we'll compensate you for that as well.
- **Retirement planning** – we'll contribute 3% of your base salary to your self-directed retirement plan even if you contribute nothing. If you contribute on your own, we'll match 50% of your contribution, up to another 3% of your base salary.
- **Holidays** – we have a generous holiday policy that allows you to spend holidays and most evenings prior to holidays with your family and friends.
- Competitive dental, vision, short term disability, long term disability and life insurance coverages.

How to Apply

To apply for this position, contact Dale Parmenteri, NEPIRC's Vice President of Consulting Operations, at Dale@NEPIRC.com.