



Business Development Manager

Are you a dynamic sales leader with a passion for driving growth and building high-performance teams? Salus Mutual is seeking a strategy-focused Business Development Manager to develop and execute winning sales strategies and elevate team performance. This role is ideal for a motivated leader who thrives in a fast-paced environment, builds strong relationships, and is committed to delivering exceptional service.

Why Join Us?

At Salus Mutual, we don't just hire leaders, we develop them. This role offers direct influence over our growth strategy, exposure to executive leadership, and the opportunity to shape the future of insurance sales in the communities we serve.

The Role

As a Business Development Manager, you will lead and optimize our sales operations, drive growth, and cultivate strong customer relationships. You will play a key role in developing and executing high-impact sales strategies that align with the company's objectives. Your responsibilities will include:

- Lead and optimize sales operations, using data-driven insights to enhance efficiency and accelerate growth.
- Create and execute high-impact sales strategies that align with company objectives, driving long-term success.
- Analyze sales performance metrics and implement strategic improvements to maximize efficiency, customer engagement, and profitability.
- Leverage market intelligence and industry insights to identify emerging trends, refine sales tactics, and capitalize on new business opportunities.
- Build and develop a high-performing sales team through targeted recruitment, coaching, and performance-driven leadership.
- Champion regulatory compliance and risk management by integrating industry best practices into sales strategies and team operations.
- Strengthen client relationships through proactive engagement, trust-building, and delivering exceptional value-driven solutions.

What We're Looking For

We're seeking a strategic and results-driven leader with a strong background in business development and insurance sales. The ideal candidate will have a combination of education, experience, and leadership capabilities to drive growth and optimize sales performance.

- **Education & Designations:**
 - Postsecondary education in business, finance, or a related field.
 - Professional designation and/or Other Than Life (OTL) General Insurance Agent License.
- **Experience & Expertise:**
 - Minimum 10 years of related experience in business development and sales within the insurance industry.
 - Minimum of 3 years in a managerial role, leading and developing high-performing teams.
 - Strong analytical skills with an understanding of commercial, farm, residential, and automobile risk evaluation.
 - Knowledge of reinsurance practices and industry best practices.
 - Familiarity with regulatory requirements in the insurance sector.
- **Technical & Leadership Skills:**
 - Proficiency in Microsoft Office.
 - Proficiency in insurance software and business technology tools.
 - Strong leadership, problem-solving, and decision-making abilities.
 - Excellent communication and relationship-building skills, with the ability to engage clients, business partners, and stakeholders.
 - A strategic mindset with the ability to drive change, optimize processes, and achieve business objectives.
- **Additional Requirements:**
 - Valid driver's license and access to reliable transportation.
 - Ability to travel as required.

Personal Attributes

- Strategic and results-oriented, with a forward-thinking mindset focused on developing and executing strategies that drive measurable business growth.
- Resilient problem-solver, skilled at analyzing challenges, leveraging data-driven insights, and implementing innovative solutions to overcome obstacles.
- Adaptable and change-driven, thriving in evolving environments and guiding teams through transitions with confidence and efficiency.
- People-focused leadership, passionate about coaching, mentoring, and fostering a high-performance team culture.
- Collaborative and independent thinker, capable of leading initiatives while working effectively across departments to achieve company objectives.
- Energetic and professional, demonstrating a strong work ethic, accountability, and a commitment to excellence.

- Integrity and compliance-focused, committed to ethical decision-making, regulatory adherence, and maintaining industry best practices.

Why Work for Us

- Competitive compensation package which includes base salary, benefits, and a pension plan
- Flexible, people-oriented working environment
- Opportunities for ongoing training and development
- A positive team environment with a focus on health, wellness, and community involvement

Who We Are

Salus Mutual Insurance Company is owned by policyholders and is founded on the principle of neighbour helping neighbour. We are locally based and actively involved in supporting and giving back to our communities. We pride ourselves on professional, friendly customer service provided by employees and agents who understand our policyholders' needs and who put our customers first.

Interested?

Candidates are asked to submit a resume and cover letter detailing their qualifications and experience by email to Human Resources at hr@salusmutual.ca.

We thank all applicants for their interest and wish to advise that only those candidates selected for an interview will be contacted. Appropriate accommodations will be provided upon request throughout the recruitment and employment process as required under the [Accessibility for Ontarians with Disabilities Act \(AODA\)](#).

For more information about Salus Mutual Insurance Company please visit our website www.salusmutual.ca or follow us on [Facebook](#), [Instagram](#), or [LinkedIn](#).