

## JOB DESCRIPTION

Effective From: June 2019

<b>NAME:</b>		<b>REPORTING TO:</b>	Commercial Director – EMEA and Americas
<b>POSITION TITLE:</b>	VP Business Development - Polar and Marine	<b>DIRECT REPORTS:</b>	N/A
<b>DEPARTMENT:</b>	Sales	<b>LOCATION:</b>	Northern Hemisphere

### POSITION PURPOSE

A senior Business Development role, generating revenue growth by identifying, winning & establishing successful distribution partners across our North American and European markets, predominantly for Intrepid Group's Polar offering, but also for other Marine programmes including Adventure Cruising.

Your core focus is developing new sales relationships outside of our existing channels, both:

- Within travel: operators, retailers, wholesalers, online travel providers and any other relevant polar & marine sellers.
- Outside travel: member organisations, retail, corporates, brand partners, affiliates, publications & others.

The position's remit is broad and will grow sales across all channels: industry, direct & groups, for all Intrepid Group brands.

### QUALIFICATIONS, TECHNICAL SKILLS AND EXPERIENCE

- Experience in business development, ideally in a travel industry role and with existing relationships (5 years' experience minimum)
- Strong knowledge of the North American & European polar market with a particular focus on the Expedition sector.
- High level experience in negotiating business agreements and contracts
- Personal and/or professional travel experience in multiple destinations, ideally with Polar travel experience.

### SOFT SKILLS AND OTHER PERSONAL ATTRIBUTES

- Experience in business development, ideally in a travel industry role and with existing relationships (5 years' experience minimum)
- Strong knowledge of the North American & European polar market with a particular focus on the Expedition cruise sector.
- High level experience in negotiating business agreements and contracts
- Personal and/or professional travel experience in multiple destinations, ideally with Polar travel experience.

### VALUE ALIGNMENT AND PURPOSE

#### ESSENTIAL

- Passion for travel and belief in Intrepid Group's responsible travel philosophy
- Understanding of and support for Intrepid Group's Purpose Beyond Profit ethos
- Clear alignment with Intrepid Group's values (Growth, Innovation, Fun, Responsibility, Passion, Integrity)
- A digital mindset

#### OTHER REQUIREMENTS

- Work flexible hours (i.e. out of normal business hours training sessions/travel)
- To travel nationally & internationally as required

## ACCOUNTABILITIES

Areas of Accountability	Benchmark Measure
Win new Polar / Marine business across North American & European markets	<ul style="list-style-type: none"> <li>• Develop a business development plan to grow new sales partnerships across North America and Europe.</li> <li>• Deliver agreed sales targets as a result of initiating, contracting &amp; integrating new relationships with all partners</li> </ul>
Growth in Intrepid Group's Polar & Marine programmes	<ul style="list-style-type: none"> <li>• Establish Intrepid Group as a preferred choice for Polar sellers through sustained growth</li> <li>• Deliver on regional Polar / Marine sales targets</li> <li>• Support regions' existing Polar &amp; Marine partners to drive growth</li> </ul>
Effective internal communication between the regions and stakeholders	<ul style="list-style-type: none"> <li>• Work with Managing Director, Commercial Director and Heads of Industry Sales to develop action plans to grow Polar / Marine sales.</li> <li>• Provide assistance and support to the regional sales teams to facilitate and improve sales, contracting, marketing, systems &amp; processes as set out in Company Goals.</li> <li>• Reporting back to the business on new partner development and pipeline reporting.</li> </ul>
Travel Expos & Travel shows	<ul style="list-style-type: none"> <li>• Participate in Polar / Marine travel expos, travel shows and other as required.</li> </ul>
Profitability	<ul style="list-style-type: none"> <li>• Work with the Commercial Director to set profitable sales targets for new Business Development</li> <li>• Meet KPIs for company budgets</li> </ul>
Purpose Beyond Profit	<ul style="list-style-type: none"> <li>• Contribute to the achievement of the social, environmental and Intrepid Foundation goals as set by Intrepid Group each year</li> </ul>