

25th June 2025

Business Development Manager (Thailand)**About the Position:**

Reporting to Chief Operations Officer and based in True Digital Park, the Thailand Business Development Manager will primarily look after all key clients and expand the client-base through an active sales pipeline and sound sales strategy. The position currently has one direct report. The team is expected to expand in the next 12 months and the BD Manager will work closely with the COO in the planning, development and hiring of that team. The BD Manager will be an independent-thinking and driven individual, with an enthusiasm for working in an entrepreneurial environment in a role that requires leadership, a strong business network, influence, excellent communication skills and sound time management.

Duties and Responsibilities

The work and role of the BD Manager includes but is not limited to the following:

- Develop and grow revenue and margins for the company by approaching new clients through an active sales pipeline in line with company strategy
- Maintain and enhance major client accounts and ensure client accounts are delegated accordingly within the BD and Operations Team
- Undertake cross selling and up selling within existing customer base to further develop account potential through road freight, value added products and other services
- Develop and grow BD Team in line with company strategy and budgets
- Work in real time to solve ongoing client issues on a daily basis across all stakeholders
- Lead meetings with new and existing clients at a senior level
- Represent the company at networking events, expos and seminars throughout Thailand
- Assist in the development company CRM with CEO and COO ensuring BD Team are actively implementing CRM in Thailand
- Works closely with COO to set up ambitious targets and KPIs with the BD Team and with a view to developing a commission-based rewards program in the future
- Works closely with the COO to price tenders and major project quotations
- Responsible for the management, handling and final authorization of RFQ's and general quotations
- Understands company revenue and margin targets, working closely with the COO to plan sales strategies to meet those targets

- Undertakes sales presentations to customers and business communities to present to the company, its products and services and work with Marketing Manager to ensure Sales Decks are updated and relevant
- Works directly and closely across multiple departments to achieve desired results through alignment and coordination with the operations, finance departments, product and tech and external vendors such as CHB and Truck owners

Education and Experience

- Minimum 4 years' experience in the logistics sector in Thailand with inland road transportation, container drayage, freight forwarding and customs clearance knowledge
- Minimum 2 years management experience, preferably in the logistics sector
- Degree preferred
- Logistics and supply chain qualifications an advantage

Skills and Competencies

- Deep understanding of all major industry and business sectors in Thailand and their overall logistics needs
- Proven track record in meeting revenue targets
- Excellent negotiation skills and the ability to close clients and sign off contracts and SLAs
- Proven key account management history with MNCs and major local companies
- Experience in CRM use and tracking all parts of sales cycle
- Customer focused and a team player with excellent interpersonal skills
- Timely and detailed reporting abilities
- Able and willing to travel throughout Thailand especially Eastern Seaboard area
- Excellent time management and calendar planning
- Fluent English and Thai both written and verbal
- Interest in Tech, Product, AI, BI and scalable operations
- High level of competency in MS office, PowerPoint, Excel and other relevant applications such as CRM applications

If you're interested to radically transform the logistics industry across SEA into the modern, digital era, contact our COO, Simon, at simon@karzo.com