



## **Business Development Manager – North America Automotive**

**Location:** Detroit, MI / Greater Detroit Area

Full Time, Hybrid (up to 50% domestic travel, occasional international travel)

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### **Who We Are**

Reell Precision Manufacturing is an employee-owned (ESOP) company committed to integrity, transparency, and building lasting relationships. The company was named “Reell” (ray-El’); a German word meaning *honest*, *trustworthy* and *good* to reflect these foundational values. For over 50 years, we have provided innovative motion control solutions and precision-engineered products across global markets. At Reell, our foundational values—honesty, trustworthiness, and doing what's right—are reflected in every interaction with customers, colleagues, and communities.

### **The Opportunity: Business Development Manager**

We are seeking a strategic Business Development Manager to drive significant expansion and growth within our North American Automotive division. This pivotal role focuses on developing and executing sales strategies, nurturing key automotive OEM and Tier supplier relationships, and positioning Reell as the supplier of choice within the automotive hardware and components market.

Ideal candidates embody respect, transparency, ownership of results, resilience, curiosity, and a continuous learning mindset, paired with a strong desire to connect meaningfully with people.

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### **Key Responsibilities**

#### **Strategic Sales & Business Development:**

- Create and implement strategic sales plans targeting automotive OEMs, Tier suppliers, and aftermarket companies.
- Navigate complex, multi-stakeholder sales cycles, collaborating closely with engineering, procurement, quality, and executive-level contacts.
- Manage multi-million-dollar pipelines, ensuring revenue growth and accurate forecasting.

#### **Account Management:**

- Act as the primary relationship owner for key North American automotive customers, building lasting partnerships.
- Provide trusted advisory services, leveraging Reell’s core strengths: Technology, Quality, and Service.
- Facilitate collaboration between Reell’s internal teams and customer engineering departments to drive effective solutions.

#### **Contract Negotiation & Financial Management:**

- Prepare and manage proposals, respond effectively to RFPs, and lead negotiations ensuring profitability and favorable terms.
- Ensure all customer specifications, documentation, communication, and deliverables meet defined timelines and quality standards.

**Market Intelligence & Competitive Analysis:**

- Continuously monitor and communicate industry trends, competitor activities, and market drivers.
- Provide insights and recommendations to leadership, contributing to strategic business development decisions.

**Cross-Functional Collaboration:**

- Coordinate with internal departments (Engineering, Market Management, Operations, Supply Chain, Finance) to align sales initiatives with company objectives.
- Support global and cross-regional business opportunities by collaborating with international sales teams.

**Sales Reporting:**

- Maintain accurate, timely records of customer interactions and market developments using CRM (HubSpot).
- Regularly participate in Quarterly Business Reviews to provide detailed updates on market trends and opportunities.

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**Challenges & Opportunities**

Success at Reell requires navigating long sales cycles and effectively communicating the value of premium technology to customers potentially unfamiliar with its capabilities. The ideal candidate will embrace this challenge with curiosity, resilience, and strategic thinking, driving Reell's growth and industry leadership.

The automotive market is mature and continually evolving, presenting unique challenges and opportunities. The successful candidate will need to proactively foster deep relationships built on trust and credibility, becoming a trusted advisor who clearly articulates the superior value of Reell's premium solutions. This involves understanding nuanced customer needs, anticipating industry shifts, and continuously demonstrating the measurable impact and long-term benefits of Reell's products and services. Navigating these dynamics effectively requires patience, strong relationship management skills, and an unwavering commitment to delivering excellence and value.

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**Is This You?**

Ask yourself:

- Are you energized by building long-term customer relationships?
- Do you excel in complex sales environments, communicating effectively across multiple stakeholders?
- Are you resilient, proactive, and eager to continuously learn and adapt?
- Do you align with core values of respect, transparency, ownership, and treating others as you wish to be treated?
- Are you driven to deliver results and lead change in evolving market conditions?

If you answered yes, we'd love to hear from you.

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## **What We're Looking For**

### **Required:**

- Bachelor's degree (technical major preferred).
- Minimum of 5 years strategic sales experience in automotive components or hardware sectors.
- Proven track record managing OEM, Tier supplier, or aftermarket relationships.
- Strong communication, negotiation, and relationship-building skills.

### **Preferred:**

- Bachelor's in Engineering or related technical field; MBA highly desirable.
- 10+ years sales/account management experience within automotive sectors.
- Extensive experience with hardware and automotive components.

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## **Compensation & Benefits**

- Competitive Base Salary + Bonus Structure
- Medical, Dental, Vision, Life & Disability Insurance
- Health Savings Account (HSA) & Flexible Spending Accounts (FSA)
- 401(k) Plan with Employer Match
- Employee Stock Ownership Plan (ESOP)
- Generous Paid Time Off (PTO)
- Education & Professional Development Programs
- Community Involvement Opportunities
- Hybrid Work Option (up to two remote days/week)

Join our team and thrive within a supportive, transparent, and empowering culture. At Reell, your contributions directly impact our shared success and commitment to the common good.

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**Reell Precision Manufacturing provides equal employment opportunities (EEO) without regard to race, color, religion, gender, national origin, age, disability, genetic information, political affiliation, military service, or any other protected status.**