

Senior Business Development Manager.

Location: Live anywhere in the UK; we have (on average) 6 days per year that we require the team to be together in a London or Edinburgh office, but you have the flexibility to live anywhere in the UK.

Contract: Full-time

Type of role: Sales and account management

Level: Senior (5+ years)

Salary: £40,000 - £50,000 (depending on experience) + OTE

Start date: September-October 2025

Deadline: 9am, 16th June 2025

Restrictions: We cannot offer visa sponsorship and you must be able to work in the UK.

Privacy: Please read our Uptree job candidate privacy notice [here](#) before submitting your application.

The role

As Senior Business Development Manager, you will play a critical role in identifying new sales opportunities, building strategic relationships, and closing high-value deals. You'll act as a key ambassador of our brand, working closely with Uptree's leadership team to shape our go-to-market strategy and drive long-term revenue growth.

If successful in this role, there would be the intention for progression into a Head of Sales role, focused on developing and executing our future sales strategy, building and managing a high-performing team and iterating on our processes to drive scalable growth.

What will you achieve in the next 12 months?

- Develop and execute strategic plans to target new markets
- Identify, qualify, and convert high-impact business opportunities
- Build and maintain relationships with key decision-makers and stakeholders
- Lead negotiations and close deals with new clients, ranging from mid to enterprise level
- Work closely with Head of Partnerships to deliver on commercial KPIs and strategies
- Collaborate cross-functionally with Commercial and Product to optimise the sales cycle
- Maintain an accurate sales pipeline using CRM tools (HubSpot) and report on progress regularly
- Represent the company at industry events, conferences, and client meetings
- Provide customer insights and feedback to help shape product development and strategic direction

The company

Uptree is providing young people with free experiences of work to drive equality of opportunity for all.

Company size: 20-30 employees

Female founder | Social impact | B2C | B2B | Marketplace | Education | Recruitment | Training | Diversity and Inclusion | Flexibility and wellbeing | Recognition and reward | Meaningful work | Working with great people across the UK and EEA representing 7 nationalities

Check out [our website](#) to find out more about us and our values.

Understand why we are working towards equality in early careers here:

<https://uptree.co/blog/why-we-are-working-towards-equality-in-early-careers/>

Who you are

Dealbreakers

- 4-5+ years of experience in business development, partnerships, or enterprise sales
- Proven track record of meeting or exceeding revenue targets
- Exceptional communication, presentation, and negotiation skills
- Strong understanding of careers education, ESG, early careers outreach and relevant trends
- Experience managing long sales cycles and selling into mid-market or enterprise accounts
- Strategic thinker with the ability to work independently and as part of a collaborative team
- Proficiency with CRM systems (Hubspot) and data-driven reporting

Desirable

- People management experience and proven ability to successfully delegate to meet deadlines
- Experienced in managing competing priorities
- Detail orientated
- Leadership or coaching skills

Uptree benefits

- Macbook provided and support with home-office equipment
- £50 monthly wellbeing budget and one hour each month to enjoy your well-being activity
- 28 days annual leave + flexible public holiday policy (8) + Christmas week-long closure + increase up to 30 days annual leave with long-service after 2 years + holiday purchase scheme of up to 5 days extra via salary sacrifice
- Flexible working hours; you take ownership over how you get your work done
- Summer working hours; you finish at 1pm on Fridays each July and August
- 30 bookable “nomad working” days outside of the UK each year within the European Economic Area
- Two reviews a year using our transparent career progression framework, and personal development time
- Access to hundreds of co-working spaces in London, Edinburgh, the UK and Europe through our partner Hubble
- Live anywhere in the UK
- Enhanced Parental Leave policy, e.g. up to 17 weeks maternity full-pay after 4 years of service and up to 6 weeks paternity pay.
- Paid for eye tests yearly.
- Over 30,000 deals and discounts via [CharlieHR perks](#)
- Inclusive environment - a place where everyone's voice is heard and valued

Our benefits are adjusted on a pro-rata basis for part-time team members, ensuring that they receive benefits proportionate to their work hours compared to full-time employees.

How to apply

Applications without a covering answer will not be considered.

We're proud to have a diverse team with innovative ideas. If you are unsure whether you tick every box but think you have the skills to make an impact - please apply!

Please send a CV and **a response to these covering questions** to jobs@uptree.co:

- In your own words, tell us what makes you successful at identifying and converting new business opportunities. We're especially interested in how you build trust and tailor your approach across different industries or clients.
- What motivated you to apply to Uptree and this role?

Your answer might be a short paragraph (no more than 250 words).

Our hiring process

We do all our interviews remotely and we do ask you to have camera software enabled. The process usually looks like the one outlined below – but if you make an application, we'll send you a more detailed breakdown ahead of time.

- Step 1: Initial phone call with the hiring manager. This tends to last around 30 minutes.
- Step 2: First stage interview. You'll have a video interview with a cross-section of our team, lasting around 45 mins to 1 hour.
- Step 3: We'll ask you to complete a skills-test. (We don't expect you to spend more than 1-2 hours on this).
- Step 4: Final stage interview - a 'meet the Leadership team' call, including a chat about your skills test and some final questions from our C-Suite team.

All of our team members are required to have an enhanced DBS check due to the nature of our business. Any information given will be treated in the strictest confidence and this is a prerequisite for joining the team. Suitable applicants will not be refused posts because of offenses which are not relevant to, and do not place them at or make them a risk in, the role to which they are applying. Uptree reimburses all associated charges.

We are an equal-opportunity employer and believe in the power of a diverse, inclusive team.

We welcome all applications from all suitably qualified people, regardless of race, sex, disability, religion/belief, sexual orientation or age.

Please let us know if you require anything which would enable your success throughout our interview process.