



## VP of Business Development

Location: Remote (strong preference for Europe), will not accept applicants based in the Americas

Reports to: CEO + SVP for Client Services

### About Labor Solutions

Founded in 2013, Labor Solutions is a women-founded social enterprise that leverages technology to engage and educate workers at scale. Our flagship product, WOVO, connects workers, suppliers, and brands via one app for workers, one platform for suppliers, and one dashboard for brands. We currently serve 2.75M+ workers (80% women) across 41 countries in 26 languages, ensuring workers know their rights, can access remedies, and are heard. We also offer advisory services, eLearning, and measurement tools to build collaborative social ecosystems and amplify impact.

### The Role

As VP of Business Development, you'll own revenue growth, enterprise sales strategy, and market expansion. You will bring a deep track record in enterprise sales and extensive networks in sustainability/human rights service ecosystems (e.g., ESG, supply chain due diligence, social compliance, worker voice). You'll set the GTM strategy, lead complex pursuits, and develop partnerships that accelerate scale.

### What you'll do

- Closely work with the CEO and the SVP of Sales and Client Advisory to establish strategies to expand Labor Solutions market position
- Own GTM & revenue plan: Define markets, ICPs, and segmentation; set targets and forecast with precision.
- Enterprise sales leadership: Lead from the front on complex deals—prospect, qualify, shape solutions, price, negotiate, and close.
- Network-led growth: Activate and expand a senior network across brands, retailers, multi-stakeholder initiatives, and service providers to open doors and co-sell.
- Partnerships & channels: Build alliances with audit firms, ESG platforms, industry initiatives, and implementers to create repeatable pipelines.
- Solution shaping: Co-develop proposals with Product, Client Advisory, and Content teams (eLearning, measurement tools) to meet client objectives.
- Thought leadership: Represent Labor Solutions at conferences/webinars; publish POVs that drive demand.
- Market intelligence: Track policy/regulatory trends (e.g., due diligence laws) and competitor moves; translate insights into action.
- Team enablement: Coach BD team on enterprise selling, opportunity strategy, and account expansion; refine playbooks and collateral.

### What you'll bring

- 7-10+ years in enterprise sales/business development with consistent quota attainment and multi-stakeholder deal management. Experience in SaaS or Sustainability/Human rights preferred.
- Extensive networks within sustainability/human rights/social compliance/ESG ecosystems; credible with senior stakeholders.
- Demonstrated success selling SaaS/tech-enabled services to global brands/retailers/suppliers.



- Strong executive communication; can build C-suite consensus and navigate procurement/legal.
- Entrepreneurial, resilient, and data-driven; able to work independently and across time zones.
- Excellent stakeholder management and proposal development skills.
- Languages: Excellent English; a second European language (French, German, Spanish, or Italian) strongly preferred.
- Experience in or with multi-national or cultural companies; comfortable with global travel.
- Ability to Travel: 4–8x per year for conferences, client meetings, trainings
- Commitment to worker-centric design and practical impact in manufacturing supply chains.

#### KPIs

- New ARR / multi-year contract value closed
- Qualified pipeline growth & velocity
- Win rate and sales cycle time
- Partner-sourced/referred revenue

Work Environment: Fully remote; mission-driven, women-founded team.

#### Compensation:

This role includes a base salary plus commission directly tied to sales and revenue generated. At Labor Solutions, we believe your success should be tied to the success of the business — when you help us grow, you share directly in that growth.

Your earnings will reflect both the scale and quality of the partnerships you develop. There are no additional bonus structures; instead, we prioritize transparent, performance-based rewards that recognize direct contribution.

To apply: Send your CV to [jobs@laborsolutions.tech](mailto:jobs@laborsolutions.tech).