

About Betterment:

Betterment at Work is a 401(k) service built from the ground up with the needs of the modern employee in mind. It's selected by employers who want to offer their employees tailored and smart financial advice that will help them create a more secure future. Betterment at Work is powered by Betterment's proprietary, smart technology that automates and optimizes asset allocation to enhance financial wellness. As a fiduciary that is independent of the funds it invests in, Betterment believes that everyone has the fundamental right to expert financial advice. In addition to the core investing services, Betterment's platform includes Betterment Everyday—Betterment's cash management suite which offers a checking account, debit card, and high-yield account. Headquartered in New York City and created by the largest independent robo-advisor, Betterment for Business is used by leading employers like Boxed. For more information, visit www.betterment.com/401k.

401(k) plan administration services provided by Betterment for Business LLC. Investment advice to plans and plan participants provided by Betterment LLC, an SEC registered investment adviser. Brokerage services provided to clients of Betterment LLC by Betterment Securities, an SEC registered broker-dealer and member FINRA/SIPC. Betterment LLC and Betterment Securities are affiliates of Betterment for Business LLC.

About the Role:

Betterment at Work is an award-winning 401(k) solution that works as hard for your money as you work to earn it. We are seeking an ambitious Business Development Manager to join our team. In this role, you will be responsible for our new Partner acquisition efforts. This position will be preferably based in NYC, focused on generating new business partnerships and representing Betterment at Work 401k and financial wellness solutions.

A Day in the Life:

- Develop a deep understanding of the competitive landscape and industry offerings to inform partnership strategy
- Analyze the partner ecosystem for B@W, prioritizing target partnership prospects within each category (Payroll, HR Tech, Accounting, Brokers, etc)
- Develop, grow and manage a pipeline of partner prospects through the outreach of email, cold calling, and personal contacts
- Build strong relationships and new strategic partnership prospects, negotiating advantageous potential partnership opportunities for B@W
- Track and build reporting for new partner acquisition activities
- Close new partnership agreements in conjunction with budgeted revenue targets
- Onboard new Partners successfully to initiate the flow of referral opportunities

- Build strong internal relationships with sales, engineering, product, finance, legal & compliance to successfully execute partner programming
- Provide “voice of the client and industry” to marketing and product management to drive roadmaps specifically for partnerships

What We’re Looking For:

- Sales experience working in B2B tech/SaaS sales with a minimum of 3+ years of partnership acquisition and development experience
- Curiosity and interest in financial products and employee benefits
- Ability to create a consistent, repeatable process for winning partner deals
- A consistent track record of exceeding targets
- High energy and willingness to learn
- Self-motivated and adaptable to change
- Meticulous attention to detail
- Ability to give and receive feedback - you will collaborate with our sales team to drive process improvements
- Experience with sales technology stack - Outreach, Salesforce - a plus

What Being at Betterment Means for You:

Joining Betterment means belonging to a community of folks passionate about change, being on a team that cares for your well-being, and continuing on a journey of non-stop growth and evolution.

You’ll join a Community that Cares:

- Betterment is a place to bring your best self. We welcome families (and pets) for all our activities such as lunches, company retreats, and celebrations.
- Make meaningful connections with your peers through interest groups, sports clubs, social events, meetups, and regular knowledge sharing, all occurring in a remote friendly way.
- Join one or more of our 8 Employee Resource Strategy Groups as a member or an ally, and help us shape Betterment’s culture and product for years to come.

You’ll stay Happy and Healthy:

- We will ensure you're set up and cared for with a customizable workstation, enrollment in our 401(k) service, flexible parental leave, annual gym reimbursements, and a whole suite of thoughtful benefits.
- You’ll have unlimited paid personal and vacation days, and a team that cares about your whole life, not just what you’re working on.

You'll Learn & Grow:

- Enhance your skills and abilities through Betterment University courses and additional allowance for outside learning.
- As part of a team that values knowledge sharing and transparency, you can opt into mentoring and career coaching programs, weekly company meetings, and show & tells.

Please note that Betterment is dedicated to providing accommodations to candidates with disabilities. If you need accommodations at any point throughout the interview process, please reach out to interview.accommodations@betterment.com

What Happens Next?

We expect to take a few weeks to review all applications. If we would like to spend more time with you, you will hear from us to arrange the next steps. You can expect 3-4 sets of conversations, all remote, with your future colleagues in the weeks following your application.

Throughout the interview process, we'll look to learn more about your skills, experiences, capabilities, and motivators. Many of our interview questions will be behavioral, aimed at understanding how you might operate here at Betterment. We may ask you to complete a case study exercise or technical assessments, depending on the role, as we aim to collect a robust set of data points throughout the interview process.

On average, it takes us around 3 - 4 weeks to complete the interview process. As a best practice, we aim to interview at least 3 final-round candidates before making a hiring decision.

Please note that we're unable to offer individual feedback during the interview process. We usually see 1,000+ applications for open positions, and our hiring team simply doesn't have the bandwidth to offer personalized feedback to each candidate.

We recognize that interviewing for a new role is a big deal. We appreciate you giving us consideration as the next step in your career. Our Recruiting Team is here to support and advocate for you through the interview process, so please let us know how we can help.

Come join us!

We're an equal opportunity employer and comply with all applicable federal, state, and local fair employment practices laws. We strictly prohibit and do not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex, gender (including gender nonconformity and status as a transgender or transsexual individual), sexual orientation, marital status, age, physical or mental disability, citizenship, past, current or prospective service in the uniformed services, predisposing genetic characteristic, domestic violence victim status, arrest records, or any other characteristic protected under applicable federal, state or local law.

