



Growth & Development Specialist Job Description

Are you a driven, independent professional with customer service or sales experience? Are you a persuasive communicator as well as someone who connects well with others? Do you thrive at building relationships and enjoy helping others? If so, the Growth & Development Specialist position might be a great fit for you!

As a Growth & Development Specialist, you will build relationships with real estate professionals in your target market area. You will be responsible for selling the benefits of hiring an inspector with Grand Home Inspection via small and large group presentations, social events and one to one business discussions. You will use the latest technology and social media methods to build your professional brand.

You'll leverage your sales and closing skills to strengthen relationships and build customer loyalty year over year by creating strong, sustainable partnerships. You'll establish yourself as a valued member of the real estate market in your assigned territory. Purposeful prospecting with calls and personal meetings will drive the business growth most effectively.

More about Grand Home Inspection:

Grand Home Inspection is a family-owned, well-respected residential home inspection company serving the state of Michigan. Based in Grand Rapids, we are established in West Michigan and expanding throughout the state

We're experiencing significant growth, based on our thoughtful [business philosophy](#) and approach to service:

- We are committed to offering a level of service worthy of 5-star reviews from our clients. We seek to ensure our clients are better off for having worked with us.
- We seek to educate and empower home buyers and their real estate agents to make informed, wise decisions. We tell the accurate story of a property in a calm, professional demeanor to gain the client's confidence and earn the repeat recommendation of our valued real estate agent partners.

Grand Home Inspection Mission

Our mission is to use our talents to help our home buyers, real estate agents, industry peers and our team members achieve their versions of personal fulfillment.

Culture

Being a superstar is hard and we will expect your best every day. We place a high priority on integrity, dependability, punctuality, extraordinary customer satisfaction and going above and beyond the job profile. You will receive from us a great work environment, competitive compensation and a flexible schedule. We value personal happiness and fulfillment, so we will look for opportunities to help you achieve your personal goals while offering perks and a fun atmosphere.

Your Mission

The main goal of the Growth Coordinator is to drive business to the inspection team by selling the benefits agent's will experience by referring Grand Home Inspection. You will help build strong brand awareness by creating relationships with realtors and brokers and establishing yourself as a valued member of the real estate market in your territory.

Primary Objectives:

- Contact top producing real estate agents in our service area with a focus on establishing lasting relationships and scheduling/attending 1:1 meetings or outings.
- Create, improve and document cold calling scripts and follow-up schedule.
- Schedule and lead 1:1s with top producing agents as well as presentations to real estate offices.
- Complete routine "pop bys" at area real estate offices to maintain ongoing relationships.
- Maintain database of top performing agents in specified region for prospecting purposes.
- Create and maintain an agent retention program/schedule with a heavy focus on timely follow-ups.
- Track, document and report all weekly growth activity according to agreed upon performance measures. Review growth activity with a manager at weekly standing meetings.
- Help create and improve materials necessary to market to realtors and brokers.
- Create and publish social media content, targeting realtors primarily.
- Help generate new ideas and improve existing processes.
- Track and report all monthly expenses and uphold a predetermined budget.
- Develop relationships with industry leaders through outside networking events. Look for opportunities to serve on industry committees, attend affiliate meetings and sponsor events.
- Help create marketing content.
- Learn the basics of the home inspection process and services we provide.

Compensation

Compensation is a base plus commission model. We offer competitive compensation and are eager to reward outstanding performance. Salary ranges from \$30-60k based on performance.

Performance Measures

This position is highly dependent on achievement of specific growth goals. We aim to eliminate guesswork by providing clear key performance measures so all parties are on the same page about ongoing performance.