

📍 **Orlando, Florida (Hybrid - Tuesday to Thursday in our Downtown Orlando office)**

✈️ **Occasional travel**

Help shape the future of one of the world's leading iGaming talent businesses.

Pentasia is the world's leading specialist talent solutions brand for the global gaming and digital entertainment industry. As we continue to invest in our North American growth strategy, we're looking for an ambitious **Business Development Manager** to help us expand our client portfolio across the US and play a key role in our long-term growth across the Americas.

This is a newly created position, offering a rare opportunity to join at an exciting stage of our journey. Initially focused on North America, the role offers genuine scope to grow alongside the business, with the potential to build and lead a commercial team as we continue to scale across the region.

Reporting to the **VP, Americas**, you'll have the autonomy to shape our commercial strategy across North America while working closely with leadership and recruitment teams to drive growth and establish Pentasia as the recruitment partner of choice across the region.

If you're a proactive sales professional who enjoys opening doors, building lasting relationships and winning new business, we'd love to hear from you.

The Opportunity

This is a true **hunter** role, where your primary focus will be identifying, engaging and securing new clients across the iGaming sector.

You'll own the full sales cycle, from prospecting and qualifying opportunities through to negotiating commercial terms and signing new partnerships. Once contracts are agreed, you'll work closely with our recruitment delivery teams to ensure a seamless handover and an exceptional client experience.

This role is heavily focused on new business development, making it ideal for someone who thrives on creating opportunities, building a pipeline from scratch and exceeding commercial targets.

What You'll Be Doing

- Develop and execute a new business strategy across North America.
- Identify and engage prospective clients through outbound sales, networking, referrals, LinkedIn and industry events.
- Build relationships with senior decision-makers across HR, Talent Acquisition, Operations, Technology and Executive Leadership.
- Sell Pentasia's full portfolio of talent solutions, including Executive Search, Contingent Recruitment, RPO, Project Recruitment Solutions and Augmented Teams.

- Understand each client's hiring challenges and recommend tailored recruitment solutions.
- Negotiate commercial terms and secure new client partnerships.
- Work collaboratively with recruitment teams to ensure a smooth transition from sale to delivery.
- Represent Pentasia at industry conferences, trade shows and client meetings across North America.
- Share market intelligence and commercial insight to support our continued growth strategy.

About You

You're an ambitious, commercially minded sales professional with a genuine passion for winning new business and developing long-term client relationships.

As the dedicated commercial lead in North America, you'll be an autonomous self-starter who is comfortable working independently, taking ownership of your market and building opportunities from the ground up. While you'll have the support of the **VP, Americas** and the wider Pentasia team, you'll be confident managing your own pipeline, prioritising activity and driving results.

You'll ideally have:

- A proven track record in B2B business development and consultative sales.
- Experience selling recruitment, staffing, talent solutions or other professional services, ideally within the iGaming industry or a comparable sector.
- Strong prospecting, pipeline management and relationship-building skills.
- Confidence engaging with senior stakeholders and executive decision-makers.
- A resilient, self-motivated approach with excellent organisational skills.
- Experience attending conferences, networking events and client meetings as part of a business development role.
- Spanish or Portuguese language skills would be an advantage, but are not essential.

Why Join Pentasia?

This is more than just another sales role - it's an opportunity to help shape our commercial success across North America.

As part of a globally recognised brand with an outstanding reputation in the gaming industry, you'll have the autonomy to make a real impact while being supported by experienced recruitment and commercial teams. You'll be joining at an exciting time, with the opportunity to influence our growth strategy and progress your career as our North American and LATAM operations continue to expand.

In return, we offer:

- Competitive base salary.
- Competitive commission structure.
- Comprehensive healthcare, dental and vision cover.

- Company sick pay - 10 days during your first 12 months, increasing to 15 days thereafter.
- Your birthday off to celebrate however you choose.
- Paid time off between Christmas and New Year (subject to business needs and manager approval).
- Work From Anywhere for up to 30 days each year.
- Hybrid working (Tuesday to Thursday in our Downtown Orlando office), with on-site parking available.
- Travel opportunities to conferences and client meetings.
- Clear career progression, including the opportunity to build and lead a commercial team as our North American and LATAM operations continue to scale.

We're based in **Downtown Orlando** and welcome applications from candidates already in the area, as well as those currently based in **Tampa or Miami** who are open to relocating.

If you're looking for the opportunity to make your mark in a high-growth market while helping shape the future of Pentasia across the Americas, we'd love to hear from you.