

TENSILITY

Business Development Apprenticeship

Business Development at Tensility is, at its core, the process of acquiring customers and leading them to a sale. However, it is not traditional, high-pressure, or charisma-dependent; the BD team has no hot shots, heroes, or loose cannons, but rather systematic, dedicated, service-oriented people who care deeply about the customer experience.

Business Development at Tensility touches nearly every aspect of the business, from engineering to marketing to logistics. The BD Apprenticeship gives new team members an immersive experience into all areas of the business with hands-on learning and mentorship from key leaders. Exposure to every area will make team members stronger, flexible, and more able to see the big picture in individual tasks. Our process of serving customers requires a deep knowledge of customer needs and close work with other Tensility team members every step of the way.

Each week is designed to build skills and knowledge but also allow team members the time to practice and contribute. Weekly, team members will serve on changing teams that meet the demand of the project load for the company as a whole.

At the end of the apprenticeship, team members will have an opportunity to decide to stay on the broad business development team or specialize into a particular area of interest.

Qualifications: Bachelors Degree in Business, Engineering, Economics, Philosophy, or equivalent. 0 years experience.

Characteristics:

- mechanical aptitude
- computer-savvy
- entrepreneurial attitude
- organized and systematic
- excited about learning and trying new things
- creative and enjoys new ideas and pushing boundaries
- flexibility in work schedule
- extremely detail-oriented
- ability to lift 20 lbs and kneel

This position is salaried.

Overview of Learning Areas

Culture

A brand is about more than logos and products. It is about the people behind the name, what they believe, and how they go about doing their work. We take culture very seriously at Tensility, and it isn't for everyone; it requires vulnerability, reflection, and the ability to reach out to others, even when it is uncomfortable.

Key Practices and Tenets

The systems and practices in a company are as much a part of what is delivered as the product. Learn Tensility's specific guideposts, organizing practices, and practical systems. You will have exposure to the key literature behind the systems we have developed and learn the "why" as much as the "what" of what we do.

Customers

As a B2B in electronics, Tensility has a unique customer base that most people don't encounter. Learn the different types of customers and their needs and how Tensility reaches them.

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Sales

You can't bluster your way to a sales goal here. Learn how to support customers through their design process, what matters to them, and Tensility's perspective on how a great sale is made.

Quality Control

Once product is ordered and manufactured, it must be verified to assure compliance with the original design intent. Learn how to test for continuity, mating, fit and form, and be able to assess the quality of the tooling and manufacturing process.

Marketing

How do we bring new leads and customers? We will show you the techniques and pipelines to attract Tensility customers short and long-term.

Product Disposition

Shipping is the last brand touch point to align the brand with the physical product. Learn how to receive, inventory, and ship products to ensure customer requirements and satisfaction--it's not as simple as it seems.

Logistics

How do the products get here? Via air, sea, or drone? Learn about carriers, customs, and tax codes of international trade.

Manufacturers

Buying electronics internationally is not as simple as heading to Best Buy. Learn about cultural issues, communication, sourcing, and challenges that Tensility faces to make our business model work.

New Product Development

Learn how new product packages are put together and all the stages that go into them.

Manufacturing

Learn the basics of our prototyping equipment, including function, maintenance, and safety, and how these pieces fit into the concepts you have learned in previous weeks.

Software Skills

SAP Business One: Tensility's systems all run on an ERP called SAP B1. Learn how to access and enter information.