About TEALEAVES
TEALEAVES (www.tealeaves.com) is the luxury tea brand of choice to five-star hotels and prestige restaurants (Four Seasons, Mandarin Oriental, Ritz-Carlton, St. Regis, Park Hyatt, W Hotels, The Standard, Disney, Google, Ducasse, Robuchon). Discover us on The Financial Post, Globe & Mail, Taxi, Instagram.


We are a diverse and dynamic group of ambitious, optimistic and engaged people. One of our First Principles is expressed in the concept of Blending - which embraces a multi-pronged methodology and the use of Interdisciplinary teams (small agile groups in Operations, Brand, Creative, Strategy, Logistics, Business Development). We are intent on finding smart + motivated individuals who enjoy the freedom and responsibility of owning their position, bolstered by the support of their hard-charging team.

The Opportunity
We are in the first year of a transformation: expanding the brand from a B2B focus to one inclusive of B2C. When you come aboard our team, not only are you becoming part of a diverse entrepreneurial team who have the autonomy to set and pursue goals for their roles, but you are joining at a critical point for the company.

If you are ready to make a big impact in a company and become a key contributor to driving the success of an innovative brand, this position is the right fit for you.

Are you up for the challenge (and fun)?

Some Global Context
With operations in Vancouver, Seattle, Singapore, Shanghai, Guadalajara, Kuala Lumpur and London – we seek to have fun and do something creative, intriguing and interesting with the brand. To that end, we are just starting a series of creative explorations, collaborating with iconic brands in design, fashion, and food.
Our Culture: keeners
New hires enter a fast-paced, entrepreneurial environment with a steep learning curve, and are expected to voice their opinions, be pro-active and ideate/execute strategic plans. Speed and attention to detail is essential. Our clients expect us to: do the job, always, on-time, and on-budget.

Daily, you will find yourself solving various challenges and contributing to high thought-level, round table discussions with an interdisciplinary team of subject-matter-experts (SME). Keeping a pulse on industry trends and being deeply immersed in (and passionate about) your area of expertise, is a must.

While working at Tealeaves can be demanding, and expectations are high, it is also incredibly rewarding and offers an opportunity to have ownership over high impact projects that will directly impact our brand.

Our Hiring Outlook: people first
Find the best people, give them room to breathe and explore their talents. Hire from a plethora of skillsets and let the teams collaborate & create in an inter-disciplinary context.

We need bright, motivated and ambitious people to execute with precision. We want our people to have an awesome career with impactful projects. Time is precious so let’s do cool things!

POSITION: Associate | Business Development (Sales + Brand)

Primary Role (80%): research, introduce and market TEALEAVES newly-designed consumer-centric retail products to gourmet grocers, high-end retailers, fashionable cafes throughout major cities in the US and Europe.

Secondary Role (20%): working with the Brand, Social Media and Creative departments - implement and execute Brand initiatives (marketing campaigns), which include collaborations with iconic brands (Pantone Colors, Rudd Winery, Royal Crown Derby etc) and existing clients (Mandarin Oriental, St. Regis, Rosewood, Ritz Carlton, W, Andaz, Auberge, Four Seasons etc).

Responsibilities:

- Implement sales plans to achieve revenue goals.
- Research and develop marketing opportunities and field action plans (gather market and client information).
- Track and organize information using Salesforce CRM.

- Contribute sales and marketing information (insights, data, trends, user feedback) to revise Brand Strategy plans and SOPs (Best Practices).
- Contribute to ideation with the Creative department (Visual Design, UX, UI, Web, Film, Photography).
- Contribute to messaging and campaigns with the Brand and Social Media departments.
- Help prepare quarterly and semi-annual strategic Business Development plans.
- Help determine improvements to internal SOP, new product design and customer service interactions.
- Help accomplish sales objectives by planning, implementing various marketing campaigns with the Brand and Creative departments.

**Key Attitude/Skills:**
- Proven ability to achieve business goals and revenue targets.
- Genuinely enjoys talking and listening to people, colleagues, clients whether by phone or face-to-face.
- Extroverted, outgoing (a people person!).
- Professional, ethical.
- Courteous, thoughtful.
- Reliable, accurate, organized, strong time-management skills.
- Ambitious, intent on career development.
- Goal and outcome oriented.
- Savvy and self-directed; able to identify opportunities and propose action plans.
- Autonomous and resourceful problem-solver.
- Enjoys the world of culinary, hotels, luxurious brands, travel and design.
- Loves travelling!

**Benefits:**
- Monthly, regular travel to major cities in US and constant interactions with our prestigious clientele.
- Live the jet set lifestyle; stay at nice hotels, be a foodie, hang out with highly regarded people in culinary, marketing, and design.

**Pre-requisites:**
- Prior sales or retail experience
- University or college graduate preferred
- Able to work in Canada

**Compensation:**
Competitive base salary + performance bonus
Wellness, Extended Health, Dental Benefits
Career Development Program
(more tea than you can possibly drink)

**Start Date:**
Immediately

**Number of Positions:**
One

**Location:**
Vancouver, BC