



Business Development Representative

Reports to VP Sales

Caldwell's Inc – Morristown, IN

Caldwell's Inc. is a **locally owned, family-operated Waste Management & Disposal Services company** with deep roots in the Morristown community. As we continue to grow, we are seeking a motivated, **relationship-first Business Development Representative** to build new customer partnerships and represent Caldwell's in the construction, industrial services, and special events industries.

This is a field-driven business development role focus construction growth, networking, and earning new accounts. The ideal candidate thrives on building relationships, understanding customer needs, and representing a trusted service brand throughout the community. This position requires a strong ability to self-manage both their time and business development activities.

What You'll Do

New Business Development

- Identify, pursue, and secure new accounts in construction, industrial sites, and special events.
- Build and maintain a strong pipeline of qualified prospects across our service territory.
- Conduct onsite visits, walk-ins, and scheduled meetings with potential customers.
- Attend industry events, trade functions, and community gatherings to build awareness and generate leads.
- Manage inbound inquiries and respond promptly with pricing, service details, and proposals.
- Attend EDC and Council meetings as assigned.

Relationship & Territory Building

- Build relationships with key industry audiences such as:
 - General contractors
 - Builders
 - Event planners & coordinators
 - Event rental partners
 - Municipal & public sector contacts (Town Parks & Rec Departments)
- Become a well-known and trusted representative in the community, consistently promoting Caldwell's service and values.
- Coordinate site visits, service planning, and onboarding of new clients.

Collaboration & Execution

- Work closely with operations to ensure excellent service delivery and customer experience.
- Partner with the Strategic Accounts team for warm referrals and market insights.
- Utilize CRM (HubSpot) to manage leads, schedule follow-ups, and track activity.
- Maintain regular communication with leadership on sales activity, pipeline, and market trends.

What We're Looking For

- Strong communicator with a natural relationship-building mindset.
- Self-starter who enjoys field-based sales and meeting new people.
- Ability to manage a high-activity sales schedule (cold calls, walk-ins, networking, events).
- Strong time management skills.
- Organized, responsive, and disciplined with follow-through.
- Experience in portable sanitation, construction services, equipment rental, logistics, or related industries is a plus — but not required.
- Willingness to represent Caldwell's values, brand, and service standards in the community.

What We Offer

- Medical, Dental, and Vision Insurance
- 401(k) with company match
- Paid time off after 90 days
- Company vehicle or vehicle allowance (if applicable)
- Career growth as the division expands
- A supportive team and family-oriented environment

Job Type: Full-Time

Location: Morristown, IN — regional travel required

