

Business Development Manager (Route Growth)

Location: Orlando, FL (field-based / hybrid)
Remote-friendly with Downtown Orlando
office access



SERVICE GROUP
REALTY & PROPERTY SERVICES

Mission

We are a team-first company. If we can't get it right with our team, our clients won't be happy and our company won't grow so we can all grow with it.

About PG Service Group

PG Service Group is Orlando's leading, innovation-driven valet trash & porter partner serving short-term rentals, resorts/timeshares, commercial retail, and multifamily. We turn keyreliable service that lifts guest experience and NOI.

What We Sell & Where

Primary services: Valet and full-service waste removal; complementary exterior services for resort/STR, timeshare, commercial retail and multifamily. Contracts: 3-year terms. Territory: Orlando & Central Florida with cross-sell opportunities.

Who You'll Sell To (ICP)

Regional Managers, General Managers, Property Managers, HOA Managers, Asset Managers, Board Members, Presidents and Owners across resort/short-term rental, commercial/retail and multifamily.



SERVICE GROUP
REALTY & PROPERTY SERVICES

30 / 60 / 90 / 12 Outcomes (Own These)

Day 30: Territory plan stood up; 40+ ICP accounts in pipeline; 10 qualified meetings set.

Day 60: 3–5 proposals out; late-stage pipeline with meaningful MRR; cross-sell targets identified.

Day 90: 9 new proposals; initial wins live with smooth handoff to Operations.

12 Months: \$2,000,000 in total proposal value; \$350,000 in closed ARR; strong Year-2 pipeline.

Core Responsibilities

- **Prospect daily:** field walk-ins, calls, email/ LinkedIn/ WhatsApp; own 70% new business / 30% expansion.
- Run site walks; diagnose volume, access, guest flow; design services that fit each property.
- Build ROI-driven proposals; navigate managers → owners/boards to signature on multi-year terms.
- Launch with Operations (routes, staffing, signage, guest comms) for frictionless go-lives.
- Maintain disciplined CRM hygiene; forecast accurately; $\geq 3\times$ pipeline coverage on annual quota.
- Expand within accounts (porter, bulk/events); renew early.



SERVICE GROUP
REALTY & PROPERTY SERVICES

Candidate Profile

Must-haves:

- 4+ years selling into resort/STR, timeshare, commercial/retail or multifamily (waste-services preferred).
- Well-connected in CAI and CFHLA; documented, consistent performance vs. quota.
- Field-first mindset; strong proposal/ROI storytelling; clear activity reporting and deal probability calls.

Nice-to-haves:

- Bilingual (Spanish/English).
- Comfort with CRM, LinkedIn, lead generation; able to guide marketing and expo setup/execution.
- Skills over degrees; sales certifications/awards are a plus.



SERVICE GROUP
REALTY & PROPERTY SERVICES

Compensation & Plan Mechanics (Transparent)

- **Base salary:** \$80,000.
- **Target bonus:** \$30,000.
- **Commission:** 3% of first-year contract value and 1% thereafter (residual).
- **Accelerator:** 5% on first-year contract value if you close \$500,000+ in a calendar year (retroactive on that year's production).
- **SPIFF:** \$5,000 sprint bonus for closing \$100,000 in recurring revenue within your first 90 days.
- No draw. Vehicle allowance and reasonable meal allowance.



SERVICE GROUP
REALTY & PROPERTY SERVICES

Earnings Example: How \$150k+ Happens

Close ~ \$700,000 in first-year contract value in year one (\approx four properties at \sim \$180,000 each):

- **Commission at 5% (accelerated)** = \$35,000
 - **Base salary** = \$80,000
 - **Target bonus** = \$30,000
 - **90-day sprint bonus** = \$5,000
- **Total cash compensation** \approx \$150,000 (excludes residual 1% in following years).

Working Model

Remote with freedom to deliver results; Downtown Orlando office available. Vehicle allowance provided. Hours are what's needed to win (some evenings/weekends for boards, owner meetings, events).

Reporting Line & Team

Reports to the VP of Operations with a line to the CEO. Partners with Marketing and Operations; Finance supports pricing/terms. You'll also help guide the marketing team.



SERVICE GROUP
REALTY & PROPERTY SERVICES

Benefits & Perks

- Health, dental, vision (cost split).
- PTO: 2 weeks per year + 6 major holidays.
- Training & education budget; conference travel when appropriate.

Hiring Process (Fast)

- 3-person interview panel (including an outside consultant).
- Assignment: 30/60/90-day plan and a 1-year goal.
- Target start date: ASAP, we move quickly.

Apply / Learn More Website:

www.pgservicegroup.com Send inquiries & resumes to: alejandra.correa@therealfund.com

Compliance & Policies

PG Service Group is an Equal Opportunity Employer. Employment is at-will. All offers contingent on background and reference checks and drug screening; non-compete and non-solicit agreements apply. Must be authorized to work in the U.S.



SERVICE GROUP
REALTY & PROPERTY SERVICES