

Business Development Manager

Role Description

Company: FTS Lighting Services, Inc.

Location: Orange, CA

Reports to: President / CEO (close collaboration with business operations manager)

About Us:

FTS Lighting Services is a 75+ year, third-generation, women-led distributor providing energy-efficient lighting, recycling, electrical supplies, and EV charging solutions. We offer comprehensive services, including energy-saving analysis, lighting design consultations, lighting retrofits, and installation services, to address clients' energy and sustainability challenges. Promoting responsible waste handling and focusing on environmental preservation, FTS Lighting also offers solutions for electronic and universal waste recycling. Committed to exceptional customer service, our dedicated and knowledgeable team is passionate about meeting client needs and exceeding expectations - we're known for long-term relationships, operational integrity, and hands-on leadership. Based in Orange, CA, FTS Lighting serves as a trusted partner for all lighting, recycling, and electrical solutions. Currently, FTS is in a focused growth phase, building the next chapter of our company thoughtfully and intentionally.

Why FTS?

- ★ Family-owned & operated for 3 generations.
- ★ Small, dynamic business - your days aren't going to be boring.
- ★ Endless opportunity for growth.
- ★ Close-knit team and collaboration between departments.
- ★ Culture focused on employee well-being.

At FTS, decisions are made, leadership is accessible, and results matter.

This role is ideal for someone who:

- Values long-term relationships over transactional sales.
- Wants to work directly with ownership, not layers of bureaucracy.
- Is ready to wear a lot of hats.
- Understands lighting projects and longer sales cycles.
- Wants stability, credibility, transparency, and purpose - not a churn & burn environment.

Role Description

We are seeking a seasoned Business Development Manager with 3-5 years of experience in the lighting industry to support revenue growth across the company divisions - lighting materials supply, lighting retrofits, universal waste recycling & EV car charging.

This is a full-time, on-site opportunity at our Orange, CA location.

This role works closely with clients, ownership, and operations: BDM identifies new business opportunities, develops relationships with existing and prospective clients, and provides tailored solutions to meet their energy and sustainability needs. It requires comfort with consultative selling, longer sales cycles, and managing multi-stakeholder decision-making.

The role also involves promoting FTS Lighting's products and services while maintaining a commitment to outstanding customer service, satisfaction, and meaningful relationships.

There are 2 components to the role:

Sales & Business Development

Develop and manage relationships with commercial & public sector clients.
Identify and pursue opportunities in LED lighting retrofits, lighting upgrades & maintenance, recycling and environmental compliance services, EV charging, and other energy solutions.

Participate in client meetings, site walks, and proposal discussions.

Coordinate proposals, pricing, and scope with the internal operations team.

Bid & Opportunity Oversight (Strategic)

Review bid portals at a high level to identify strategic opportunities.

Help prioritize bid coordination with ownership and operations.

Participate in go / no-go discussions.

Support pots-bid follow-up as part of long-term relationship development.

*Doesn't perform daily bid scraping, uploads, or compliance administration.

Qualifications

- 3-5 years of experience in the lighting industry (required)
- Demonstrated knowledge of LED lighting systems, lighting controls, and retrofit projects.
- Knowledge of the recycling & EV charging industry is a plus.
- Experience with B2B sales, business development, and lead generation.
- Proven relationship management abilities to engage with clients and stakeholders.
- Familiarity with longer sales cycles and complex business deals.
- Self-motivated, goal-oriented, and capable of working independently.
- Organized, accountable, and relationship-focused.
- Excellent communication, negotiation, and presentation skills.

Preferred Experience:

Experience selling to facilities, construction, or electrical contracting, municipal, and public sector environments.

Exposure to recycling, sustainability, EV, or energy programs is a plus.

Compensation & Benefits

- Competitive base salary + commission (commensurate with experience)
- Health insurance (company contribution after eligibility period)
- 401(k) plan
- PTO

(Compensation & benefits details discussed during the interview process.)

To Apply:

Please email your resume with any supporting materials to liza@ftslighting.com with "BDM Application" mentioned in the headline.

Have a great rest of your day!