



Business Development & Partnerships Manager

Classification: Full-Time | Compensation: \$95,000–\$140,000 Base + up to \$200,000 Performance Bonus | Location: Endicott, NY (Hybrid)

ABOUT COEXCEL SOLUTIONS

CoExcel Solutions is a certified Woman-Owned Small Business (WOSB) and New York State MWBE with a singular mission: to strengthen America's defense and industrial supply chain by connecting capability with opportunity. We operate at the intersection of large-scale prime contractor performance and small-business innovation — serving as a trusted third-party partner to the organizations that keep this country's defense programs moving.

Our clients include some of the nation's most recognized defense primes — Lockheed Martin, RTX, Northrop Grumman, BAE Systems, L3Harris, and Safran Federal Systems — and we are growing fast. We are building the team that will define the next chapter of CoExcel, and this role sits at the center of that growth.

POSITION OVERVIEW

This is not a traditional sales role — and it is not for a traditional salesperson. The Business Development & Partnerships Manager is a hunter and a builder: someone who identifies opportunities, builds relationships, works the pipeline, and closes business — all without needing to be managed step by step.

You will be the bridge between U.S. small business suppliers and the defense contractors that need them. You will represent CoExcel's Growth Partnership programs to small business owners, help them understand the value we deliver, and sign them as clients. At the same time, you will identify and pursue new revenue opportunities for CoExcel itself — expanding our partner base, forging new prime contractor relationships, and helping shape how we serve the market.

If you know the GovCon space, speak the language of defense supply chains, and thrive when you are trusted to own something — this is the opportunity you have been waiting for.

KEY RESPONSIBILITIES

Supplier Business Development

- Identify, prospect, and engage U.S. small business manufacturers, technology providers, and service companies with the capability to compete in aerospace and defense supply chains
- Present and sell CoExcel's Growth Partnership programs, communicating the value of supplier development, RFQ access, and prime-facing visibility to prospective clients
- Build and manage a pipeline of supplier prospects from first contact through signed engagement — tracking activity, follow-ups, and deal status with discipline
- Perform business development activities on behalf of CoExcel's small business partners, connecting industry needs with small business capabilities — driving tangible revenue growth for our small business partners
- Serve as a trusted advisor to small business owners navigating program requirements, compliance expectations, and growth strategy
- Attend industry events, small business conferences, SBIR/STTR outreach activities, and supplier days to build relationships and generate new leads

Prime Contractor & Government Partnerships

- Build and strengthen relationships with prime contractor small business liaison offices, supplier diversity teams, and procurement stakeholders at Lockheed Martin, RTX, Northrop Grumman, BAE Systems, L3Harris, and other major primes



- Identify sourcing needs, upcoming programs, and partnership opportunities with defense primes and Tier 1–2 contractors and bring those back into CoExcel's pipeline
- Engage government agencies, OSBP offices, and contracting commands to position CoExcel as a preferred small business development and supply chain partner
- Represent CoExcel at government-hosted industry days, outreach events, and small business summits

Revenue Growth for CoExcel

- Proactively identify and pursue new service revenue opportunities for CoExcel — including supply chain engagements, sourcing contracts, and program support agreements
- Maintain a healthy opportunity pipeline for CoExcel's own service offerings, with consistent activity reporting and forecasting
- Collaborate with CoExcel leadership team to refine go-to-market messaging, pricing, and positioning for new and existing services
- Support the development of proposals, capability briefs, and pitch materials for new business pursuits

Pipeline & Opportunity Management

- Own your pipeline — maintain accurate, up-to-date records of all prospects, active opportunities, follow-up commitments, and deal status in HubSpot CRM
- Manage opportunities from initial outreach through close, ensuring nothing falls through the cracks
- Provide regular pipeline updates and performance metrics to leadership
- Operate with initiative and accountability — you set your own pace and you own your results

WHAT YOU BRING

Required

- Demonstrated experience in business development, sales, program management, or supply chain management in aerospace and defense and/or government contracting
- Working knowledge of the GovCon ecosystem: primes, Tier 1–2 suppliers, small business programs, SBIR/STTR, and a working understanding of FAR/DFARS
- Proven ability to build relationships with senior decision-makers — whether a small business owner, a prime's supply chain leadership, or a government program officer
- Strong communication and presentation skills — you can explain complex value propositions clearly and tailor your message to the room
- Self-directed and execution-focused: you manage your own time, set your own priorities, and follow through without being pushed
- High integrity and professionalism — you represent both CoExcel and our small business clients to some of the country's largest organizations
- 7 years of experience in the aerospace and defense industry

Preferred

- Existing network within the defense industrial base — primes, Tier 1 contractors, OSBP offices, SBA, and affiliates
- Experience selling professional services or consulting to small or mid-size businesses

WHY COEXCEL SOLUTIONS

This role has genuine, near-term growth potential. CoExcel is scaling rapidly and this hire is central to that growth. The right person will not stay in this role forever — they will grow with us.

- **Schedule:** Monday–Thursday core hours (8 AM–5 PM); flexible schedule with optional Fridays
- **PTO:** Unlimited from Day 1 — we trust you to manage your time
- **Compensation:** \$95,000–\$140,000 per year competitive base + up to \$200,000 per year performance bonuses



- **Mission:** Strengthening America's defense industrial base — one partnership at a time
- **Culture:** Collaborative, accountable, and mission-driven — small team, real impact
- **Location:** Hybrid remote in Endicott, NY 13760



HOW TO APPLY

We are not looking for a cover letter. Instead, Send your resume and your best 'why you should hire me for this role' summary to Careers@CoExcel-Solutions.com.