

Business Development Manager – Iberia



Location: Madrid, Spain

Department: Business Development

Reporting to: BD Director

Contract Type: Maternity cover, 1 year, with the possibility of becoming permanent

Do you want to create memories that last a lifetime?

Tour Partner Group is a leading B2B Destination Management Company (DMC) specialising in travel experiences across the UK, Ireland, the Nordics, and the Baltics. With offices in London, Edinburgh, Dublin, and Copenhagen, we bring together over 300 destination specialists, designing unforgettable travel experiences for Groups and FIT, as well as curated MICE programmes under our dedicated brand, **Horizons by Tour Partner Group**.

At **Tour Partner Group**, we believe in responsible travel, continuously challenging ourselves to elevate our standards and ensure that every journey we create leaves a positive impact on both people and the planet.

About the position:

We are looking for a passionate and dynamic **Business Development Manager – Iberia & LATAM** to join our team in **UK or Ireland**. In this role, you will be responsible for expanding and managing a client portfolio focused on inbound group travel to the UK, Ireland, and the Nordics. This role is ideal for a driven and ambitious sales professional with a strong commercial acumen and the ability to build and nurture profitable client partnerships. The successful candidate will have experience in business development within the travel and tourism industry, preferably with expertise in one or more of TPG's key destinations or source markets for Leisure Groups knowledge. You will work as part of a **collaborative, international team**, creating memories that last a lifetime for our clients and their customers.

Your responsibilities:

As a Business Development Manager at Tour Partner Group, your key responsibilities will include:

- Develop and execute an effective market strategy to break into new and developing markets within Iberia, ideally having worked with Nordic and/or UK&I markets
- Identify, engage, and onboard new clients, driving revenue growth in line with company targets.
- Build and maintain a strong sales pipeline, prioritising key opportunities and markets.
- Present and promote TPG's services to potential clients through customized quotations, costings, and client presentations.
- Develop and maintain strong commercial relationships with clients, understanding their needs, market positioning, and sales cycle.
- Monitor market trends and competitor activity to refine strategies and maximize competitive advantage.



- Collaborate with internal teams to ensure seamless service delivery and customer satisfaction.
- Ensure that all client interactions and transactions are effectively recorded in the company CRM system.
- Travel extensively as required to meet clients, attend trade shows, and build market presence.
- Support colleagues within the region and across other markets as needed to achieve business goals.
- Attend industry events and trade shows to raise brand awareness and develop professional networks.
- Analyse sales performance and prepare reports with improvement strategies.

Your profile: Skills & Experience

We are looking for an individual with the following skills and qualifications:

- Excellent communication and persuasion skills, with the ability to engage effectively at all levels.
- Highly motivated, ambitious, and results-oriented, with a proactive approach to sales and client acquisition.
- Strong commercial acumen and ability to identify key business opportunities.
- Ability to build long-term client relationships and negotiate profitable contracts.
- Knowledge of inbound group travel to the UK, Ireland, and/or the Nordics OR experience in a key source market into one or more of these destinations.
- Proven track record of successful business development within the tourism industry.
- Experience in managing the full sales cycle, from lead generation to closing deals and onboarding clients.
- Strong research and analytical skills to evaluate market opportunities.
- Self-organized and capable of working independently in a fast-paced environment.
- Spanish is highly preferred.



What we offer

At Tour Partner Group, we believe in rewarding our team members. By joining us, you will enjoy:

- A **dynamic and international work environment**, collaborating with colleagues from over **20 nationalities**.
- **Familiarisation trips** to enhance your first-hand knowledge of our destinations.
- A **holiday increase** with years of service, up to **25 days**.
- A **contribution towards gym membership** to promote well-being.
- An **extra day off on your birthday**, because celebrating is important!
- **One volunteering day per year** to support a cause you're passionate about.
- **Annual social events** to celebrate our shared successes.
- **TPG Travel Club discounts** to explore our destinations in your free time.
- The opportunity to become a **Value Champion**, earning a **Discover-Our-Destination reward** for an exciting explorer getaway.
- A **structured development programme** with **on-the-job training**, ensuring you reach your full potential.
- A **collaborative and supportive team culture** where every member is valued.
- Opportunities for **career progression**, moving into new roles within the company.

Additional Information

- **High Season Period:** Please note that from **1st May – 31st August**, the workload may be heavier, and overtime may be required. Overtime is compensated as time off in lieu.
- **Work Location:** This position is based remotely in Madrid, Spain.



Our Values

At Tour Partner Group, our values guide everything we do:

- **Partnership** – We collaborate as a team to succeed and hold our colleagues and business partners in high esteem.
- **Inspiration** – We inspire confidence in others through our knowledge and expertise. We seek and embrace change.
- **Respect** – We are open to new ideas, cultures, and experiences. We value honesty and transparency.
- **Passion** – We share our love for travel and encourage others to explore our destinations. We aspire to be the difference that makes the difference.

Our Commitment to Sustainability & ESG

- We recognise the part we play as a tourism business. We believe in the **positive force and impact** of responsible business on our collective future—one that is sustainable and contributes **not only to ourselves and our clients but also to the planet and society as a whole**.
- Internally, we have taken active steps to **reduce our environmental footprint** by limiting printing, switching to **digital business cards**, and ensuring that **business travel is only undertaken when essential**. Additionally, we encourage our employees to **give back to the community** through our **1 volunteering day per year** initiative.
- Find out more about our sustainability efforts: [Tour Partner Group ESG Policy](#)

How to Apply

If you're excited to be part of a team that delivers exceptional travel experiences, we'd love to hear from you!

- Please send your **CV and cover letter** to global.recruitment@tourpartnergroup.com. with the subject line: **Application for Business Development Manager Iberia – Your Name**.
- If you have any questions about the role, please contact **Bianca Chiru** at bianca.chiru@tourpartnergroup.com.

We look forward to welcoming you to the Tour Partner Group team!

www.tourpartnergroup.com

