



**Camp  
Beaumont  
ASIA**

**BUSINESS DEVELOPMENT & PARTNERSHIPS MANAGER  
HONG KONG**

**Role:** Business Development & Partnerships Manager — Hong Kong

**Location:** Hong Kong – Remote / Hybrid

**Company:** Camp Beaumont Asia

**Start Date:** As per contract of service

**Reporting to / Department :** Operations Head / Operations

**Base:** HK\$35,000/month

**Commission:** 8% of gross profit on new school OAE business

**Renewals:** 5% of gross profit

**Venue partnership bonus:** HK\$10,000 per signed usable school venue in a strategic location.

### **About Camp Beaumont:**

Camp Beaumont Asia delivers high-quality camps, outdoor education, experiential learning, and student development programmes across Asia. Our programmes support schools and families through safe, engaging, and educational experiences that build confidence, resilience, teamwork, independence, and leadership.

### **Role overview:**

We are looking for a commercially minded Business Development & Partnership Manager based in Hong Kong to help grow Camp Beaumont Asia's school partnerships, outdoor education programmes, experiential learning products, and seasonal camp operations.

The role will focus primarily on Hong Kong, while also supporting wider business development opportunities across Asia. The successful candidate will build relationships with international schools, school leaders, admissions teams, parent communities, venue partners, and education-sector stakeholders.

This is a sales and partnerships role requiring strong relationship management, consultative selling, commercial awareness, and confidence presenting educational programmes to schools and decision-makers.

### **Key responsibilities:**

#### **i) School sales and business development**

- Identify and approach new school partners across Hong Kong and selected Asian markets.
- Sell Camp Beaumont Asia's outdoor education, experiential learning, residential, day camp, and summer camp products.
- Build a strong pipeline of schools, parent groups, venues, and partner organisations.
- Arrange and attend meetings with heads of school, principals, admissions teams, activities coordinators, and operations teams.
- Prepare proposals, quotations, pitch materials, and follow-up communications.
- Convert enquiries into confirmed bookings and long-term school partnerships.
- Maintain accurate records of leads, meetings, proposals, conversion rates, and expected revenue.

**ii) Partnership development**

- Support the growth of school-based summer camp partnerships.
- Identify schools with suitable facilities for day camps, holiday camps, and enrichment programmes.
- Help negotiate commercial terms with school partners, including venue use, revenue share, and partnership models.
- Build referral relationships with education agents, relocation companies, parent networks, and community groups.
- Represent Camp Beaumont Asia at school fairs, education events, open days, networking events, and parent-facing activities.

**iii) Account management**

- Manage relationships with existing school accounts and support repeat bookings.
- Work with operations teams to ensure client expectations are clear before programme delivery.
- Gather school feedback and identify opportunities for renewal, expansion, or cross-selling.
- Support post-programme reviews, testimonials, case studies, and future proposals.
- Provide step-by-step assistance for international trips from sale to trip feedback – including (but not limited to) trip launch materials (in-school and virtual presentations, meetings, flyers), registration and payment, pre-trip resources (booking forms, itineraries, flights, visas, risk assessments, travel information, insurance), notification of trip alteration, insurance claim submissions, trip review.

**iv) Commercial reporting**

- Track pipeline value, forecasted revenue, confirmed sales, and conversion rates.
- Report weekly on sales activity, school meetings, proposal status, and key opportunities.
- Work with senior management to prioritise high-value schools and strategic markets.
- Contribute to pricing, product positioning, and market feedback.

**OTE :** *HK\$600,000–750,000/year if performing well*

- Commission only payable after client final payment is received.
- Commission calculated on gross profit, excluding refunds, discounts, taxes, transport pass-throughs, and third-party costs
- If a programme is cancelled or refunded, commission is clawed back or offset against future commission.
- No commission on existing partnerships unless the salesperson materially expands the account.
- Renewal commission only applies where the salesperson manages the relationship and supports rebooking.
- Commission is paid monthly finance confirms payment final payment and final post operation P&L has been completed.
- Management reserves the right to approve non-standard discounts before commission eligibility.

Area	KPI
Lead generation	Number of qualified new school leads added monthly
Meetings	Number of school meetings booked and completed
Pipeline	Value of active opportunities
Conversion	Proposal-to-confirmed-booking rate
Revenue	New confirmed revenue generated
Partnerships	Number of signed school venue/camp partnerships
Retention	Repeat bookings from existing schools
Reporting	CRM/pipeline accuracy and weekly updates

Period	Target
First 3 months	<b>Build pipeline, secure 20+ qualified school meetings. Close HK\$150+ in confirmed new revenue</b>
First 6 months	<b>Close HK\$400k+ in confirmed new revenue</b>
First 12 months	<b>Close HK\$1.5m–3m in confirmed new revenue, depending on product pricing and delivery capacity</b>

**Typical knowledge, skills and experience / requirements:**

**Essential**

- Be aged 21 or over
- Based in Hong Kong.
- Strong spoken and written English.
- Cantonese strongly preferred / Mandarin language ability.
- Experience in business development, sales, partnerships, admissions, education services, camps, travel, enrichment, or school-facing services.
- Confident presenting to senior school stakeholders and parent-facing audiences.
- Strong relationship-building skills.
- Able to work independently and manage a sales pipeline.
- Commercially aware, target-driven, and organised.
- Willing to travel regionally when required.

- Existing network within Hong Kong international schools.
- Experience selling to schools or education institutions.
- Knowledge of outdoor education, experiential learning, camps, enrichment, student travel, or youth programmes.
- Experience working across Asia.
- Understanding of safeguarding, child safety, risk management, or school trip operations.

*i) All offered placements are managed and delivered solely by Camp Beaumont Asia.*

*ii) For safeguarding purposes, all successful applicants will go through a valid background check before Camp Beaumont Asia can confirm any placements.*

### **Behavioural Competencies:**

- **Honesty and Transparency** - Asks for feedback from the Organisation on how to improve. Meets the needs of internal customers, by supporting and engaging when required. Takes personal responsibility for correcting problems and demonstrates good recovery from complaints. Gives open and honest feedback at all levels even when it's difficult. Meets and exceeds internal customer expectations. Is open, honest and transparent even when things go wrong.
- **Innovative & Adaptive** - Challenges people to find ways of improving what is done. Asking those critical questions to challenge, 'How we do things'. Encourages and supports development of new processes and procedures. Works productively in a high-pressure environment. Welcomes change in a positive light, supporting their teams to embrace new ways of working.
- **Developing Performance** - Keeps own knowledge and skills up to date practicing continuing professional development. Delivers results through teams and people. Actively seeks to stretch capability and scope of responsibilities. Challenges and sets, 'Stretching' goals for their team, providing feedback on performance and behaviours. Addressing under performance at the first opportunity.
- **Communicating** - Is sensitive to non-verbal cues, to other people's feelings and emotions, and responds with sensitivity. Communicates openly and freely with colleagues and teams to ensure that they can see the big picture. Successfully persuades and influences others. Presents information in a way that engages and motivates the audience. Is self-aware and changes style to suit the relevant audience.

### **Working Hours:**

- Monday to Friday, and the working hours will be defined in your contract of service and explained during the Online Interview.

Successful candidates we offer comprehensive training and mentorship to empower you, while earning attractive commissions and incentives.

*This job description is not exhaustive and may be amended or expanded at any time to align with evolving business expectations or market trends. Any modifications or updates to the job description will be communicated to you directly by your line manager to ensure clarity and maintain alignment with your role. We value open communication and encourage discussions regarding any changes to ensure that your responsibilities reflect the needs of the organization and your professional development.*

*Camp Beaumont Asia is committed to safeguarding and promoting the welfare of children and adults at risk. We will conduct extensive background checks on all successful applicants. All team members in the Group are expected to follow the Camp Beaumont Asia's safeguarding procedures. Any contracts offered are subject to satisfactory references, full employment history and Police Clearance Check. We make sure all our staff are vetted, selected, and trained fairly and to a high standard so that they can provide a safe, effective, and inclusive environment.*

*Camp Beaumont Asia guests come from a diverse range of backgrounds. As an employer we are committed to ensuring that our workforce is reflective of the customers we serve. Therefore, we actively encourage applications from people from a wide range of backgrounds and circumstances, particularly those from traditionally underrepresented groups.*

*Camp Beaumont is committed to diversity and inclusion and welcomes applications from all sections of the community.*

**Camp Beaumont Asia.**



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