AN INTERNATIONAL CAREER IN MODERN LUXURY

Business Development Manager, Global Sales

Build relationships. Open markets. Create your future with ROSÉ.

WORK LOCATION
Hong Kong HQ for the first three months; transfer options thereafter

WORK PATTERN
Full time · Permanent

REPORTING TO
Global Sales Leadership

CAREER STREAM
Commercial · International Sales

ANNUAL BASE SALARY

GBP · REFERENCE	HKD · INDICATIVE	USD · INDICATIVE
£50,000	**HK$512,700**	**US$65,400**

Indicative currency conversions as at 21 November 2026 (GBP 1 = HKD 10.2536 / USD 1.3080). Actual offer, payroll currency and exchange-rate treatment will be confirmed in writing.

SIGN-ON INCENTIVE	HKD EQUIVALENT	USD EQUIVALENT
£20,000	**HK$205,100**	**US$26,200**

Additional variable pay: Performance commission at rates of up to 20% of qualifying sales revenue, subject to the written sales commission plan. The one-time sign-on incentive is payable after successful completion of the initial three-month probationary period, subject to the signed terms.

LIFE AT ROSÉ

ROSÉ DIAMONDS is a Hong Kong-based fine jewellery brand focused on exceptional craftsmanship, design-led diamond jewellery and attentive, personalised service. We are building an ambitious international business and inviting talented people to shape how we grow, serve clients and collaborate across markets.

THE OPPORTUNITY

Lead the identification, cultivation and conversion of international clients for our jewellery collections and bespoke design service. This is a hands-on, revenue-accountable role combining luxury client engagement, disciplined prospecting, long-term relationship management and international market development. The role includes a GBP 20,000 probation-linked sign-on incentive and the opportunity to earn commission of up to 20% of qualifying sales revenue.

WHAT YOU WILL OWN

01 / Generate new business

- Research and prioritise potential private clients, corporate buyers, referral partners and relevant retail prospects in agreed territories.
- Build a repeatable prospecting cadence across appropriate digital channels, introductions, networking and outbound engagement.

- Qualify customer needs and budgets with discretion; tailor recommendations around design, diamond specification, occasion and service expectations.
- Own opportunities from first contact to confirmed order, ensuring timely proposals, follow-up and clear next steps.

02 / Deliver luxury client service

- Conduct consultative discussions on lab-grown and natural diamonds, 18K gold, setting choices, craftsmanship and bespoke design options.
- Work with product, design and fulfilment colleagues to provide accurate quotations, production updates and post-purchase support.
- Build lasting relationships that lead to referrals, gifting, repeat purchases and long-term client value.
- Protect the integrity of the brand through accurate representations, transparent commercial terms and appropriate care of customer information.

03 / Own the sales operation

- Maintain complete CRM records, pipeline stages, forecasting and conversion notes in a timely manner.
- Track personal commercial performance and identify where lead quality, follow-up or objections are reducing conversion.
- Provide market intelligence about clients, competitors and product demand to senior commercial colleagues.
- Participate in revenue planning, coaching and structured performance reviews.

04 / Expand internationally

- Develop market-specific approaches that reflect customer expectations, language, time zone and cultural considerations.
- Explore partnerships and introductions that can extend sales reach without compromising customer experience.
- Collaborate with colleagues across Hong Kong and international locations and contribute to shared sales standards.
- Prepare for possible post-probation global mobility by demonstrating independent execution and reliable results.

WHAT SUCCESS LOOKS LIKE

- An active, well-qualified client pipeline with measurable forward coverage and credible forecasts.
- Consistent progress against agreed individual sales objectives with strong order quality and low avoidable cancellations.
- High-quality customer experience, positive feedback and meaningful repeat/referral activity.
- Reliable CRM hygiene, timely follow-up and strong cooperation with production and service teams.

YOUR BACKGROUND AND CAPABILITIES

Essential

- Confident consultative selling, persuasive communication and strong commercial judgement.
- High personal ownership, resilience, organisation and the ability to work to measurable objectives.
- Outstanding spoken and written English; additional languages are welcome.
- Comfort with CRM software, video meetings, digital sales channels and collaborative tools.
- Professional presentation, customer discretion and interest in fine jewellery or high-value sales.
- Ability to work at Hong Kong HQ throughout the initial three-month period, subject to work authorisation.

Advantageous

- Sales experience in luxury, jewellery, real estate, hospitality, premium services or high-ticket e-commerce.
- Existing relevant international client or partner relationships.
- Understanding of diamonds, jewellery design, customs or international fulfilment.

- Experience selling across different markets or time zones.

YOUR FIRST 90 DAYS

Days 1–30 | Learn and activate

Complete product, brand, systems and compliance onboarding. Build a priority prospect list, launch a documented outreach cadence, begin client consultations and secure the first qualified opportunities and orders.

Days 31–60 | Build repeatability

Strengthen objection handling and technical product knowledge. Maintain a disciplined qualified pipeline, convert opportunities and create a clear territory activity plan.

Days 61–90 | Demonstrate ownership

Show consistent sales activity, customer care and forecast quality. Complete your probationary review and, if successful, become eligible for the sign-on payment under your agreed terms and consideration for future overseas office opportunities.

PERFORMANCE INDICATORS

- Qualifying sales revenue and gross sales performance against agreed plan.
- Qualified pipeline value, stage conversion and sales cycle length.
- Average order value, repeat purchase activity and client referral generation.
- Response times, CRM accuracy and order/customer service quality.

REWARDS, BENEFITS AND EMPLOYEE EXPERIENCE

Generous paid leave

30 paid annual leave days per year, accrued pro rata. After 12 months of continuous service, eligible employees enter our unlimited paid annual leave programme, with reasonable manager approval, team coverage and no reduction of statutory rights.

Jewellery privileges

35% off one eligible ROSÉ DIAMONDS jewellery piece each calendar quarter, plus 15% off other eligible purchases throughout the year; exclusions and purchase rules apply.

Retirement contributions

Company pension matching of up to 5% of eligible basic salary under the applicable local plan. Hong Kong statutory MPF requirements continue to apply, with any approved matching above mandatory ceilings arranged as voluntary contributions subject to plan rules.

Recognition and experiences

Quarterly high-performer awards and potential team incentive trips, with participation and awards based on published programme criteria and business performance.

Everyday office hospitality

Complimentary unlimited soft drinks, energy drinks, coffee and other stocked beverages while working in participating company offices.

Growth and visibility

Regular feedback, professional development, cross-functional exposure and progression opportunities aligned to business needs and individual performance.

Global mobility pathway

The first three months are based at our Hong Kong headquarters. Following successful probation, eligible colleagues may be considered for a UK, New York, Los Angeles or EU office, depending on immigration permissions, an available role, operational need and written approval. A transfer is an opportunity, not an automatic entitlement.

Eligible mobilisation assistance

Where separately approved in the offer and immigration-support agreement, the company may arrange and prepay necessary approved Hong Kong work-permit legal services up to GBP 30,000. Pre-approved relocation expenditure of up to HKD 50,000 incurred through the designated relocation/mobilisation partner may be reimbursable only after successful probation; no reimbursement is due if employment ends before then, subject always to applicable law and the signed agreement.

WHY THIS ROLE MATTERS

This position connects the craftsmanship of ROSÉ with the people who value it. Outstanding client relationships will be a central driver of our future growth.

APPLY TO LIFE AT ROSÉ

Make your next career move exceptional.

Please send your CV and a concise note explaining your interest in the position to **askhr@rosehk.com**. Include the job title in your email subject line. You can also explore our employer brand at **lifeatrose.rosehk.com**.

ROSÉ DIAMONDS (HONG KONG) LIMITED is committed to fair, merit-based hiring. We welcome applications from people of diverse backgrounds and assess candidates against the genuine requirements of the position.

IMPORTANT EMPLOYMENT INFORMATION

The information in this job profile is a recruitment summary, not a contract of employment or guarantee of benefit or incentive. All entitlements, probation, remuneration and performance incentives are subject to applicable law, a signed employment agreement and relevant written policies. Statutory leave and mandatory retirement contributions are not displaced by the enhanced benefits described. Applicants requiring immigration permission must obtain lawful work authorisation before commencing any local employment.