

Director of Business Development (Starrett Tru-Stone Tech Division)



Job Code
01481

FLSA Status

Job Summary

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Reports To: Chief Revenue Officer (CRO) – The L.S. Starrett Company

Are you ready to drive meaningful growth at the world's leader in ultra-high-precision solutions?

At Tru-Stone Technologies, you will play a critical role in expanding a globally trusted brand built on more than 60 years of precision, innovation, and technical excellence. This role offers the opportunity to shape strategic growth across precision motion and positioning equipment, inspection and metrology and advanced manufacturing markets, partnering with OEMs, laboratories, and end users that demand the highest levels of precision, accuracy, stability, and performance. As a Director of Business Development, you will directly influence revenue growth, market expansion, and long-term customer partnerships while reinforcing Tru-Stone's reputation for unmatched quality, ISO-certified systems, and ISO/IEC 17025-accredited calibration expertise. If you are driven by impact, accountability, and building sustainable, precision-driven growth, Tru-Stone provides the platform to define the next chapter of your career.

This role operates at a **director scope**, owning strategy, execution, and measurable growth outcomes while partnering cross-functionally with Engineering, Quality, Operations, and Executive Leadership. The position is responsible for translating Tru-Stone's **precision leadership, ISO-certified quality systems, and ISO/IEC 17025-accredited calibration capabilities** into sustained commercial success across global precision markets.

Work Arrangement: Remote (U.S.-based)

Travel: 50%

Duties & Responsibilities

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- **OEM Growth & Precision Market Expansion**
- Identify, qualify, and secure new OEM opportunities for custom, ultra-high-precision granite machine bases and structures across Metrology, Semiconductor, Automation, and Advanced Manufacturing markets.
- Expand Tru-Stone's footprint within OEM platforms requiring tight tolerances, thermal stability, vibration control, and long-term dimensional accuracy.
- **Technology & Solution Expansion**

- Identify opportunities to extend Tru-Stone's technology offerings within the existing OEM customer base, including expanded use of precision granite, carbon fiber, ceramics, and specialty materials.
- Position Tru-Stone's design collaboration, ISO 9001-certified quality system, A2LA ISO/IEC 17025 accreditation, and NIST-traceable documentation as critical differentiators in OEM selection and platform standardization.
- **Complex, Consultative Sales Leadership**
 - Lead high-complexity, multi-stakeholder sales cycles involving OEM engineering, production quality, procurement, and executive leadership teams.
 - Guide customers through solution development where application requirements, accuracy, flatness, repeatability, and stability are mission-critical.
- **Customer & Application Expertise**
 - Maintain a deep understanding of customer applications, precision requirements, manufacturing trends, and emerging technologies within target industries.
 - Act as a commercial and technical liaison between customers and Tru-Stone's engineering, metrology, and manufacturing teams.
- **Cross-Functional Technical Collaboration**
 - Collaborate closely with internal technical specialists, application engineers, metrology teams, and product managers to develop tailored, high-value precision solutions.
 - Ensure customer requirements are accurately translated into manufacturable, compliant, and high-performance products.
- **Strategic Relationship Development**
 - Build and sustain strategic, multi-year relationships with OEM decision-makers, engineering leadership, quality teams, and procurement organizations.
 - Position Tru-Stone as a long-term precision partner, not a transactional supplier.
- **Revenue Growth & Value Creation**
 - Identify and execute new revenue opportunities through platform expansion, upselling, cross-selling, and value-added services, including calibration, metrology support, and advanced material solutions.
 - Drive sustainable growth while protecting Tru-Stone's quality standards, margins, and brand reputation.
- **Executive Communication & Commercial Rigor**
 - Prepare and deliver compelling executive-level presentations, technical proposals, and ROI-based value justifications.
 - Clearly articulate Tru-Stone's technical advantages, accreditation value, and lifecycle performance benefits.
- **Customer Satisfaction & Post-Sale Engagement**
 - Ensure exceptional customer satisfaction through proactive communication, post-sale engagement, and long-term support alignment.
 - Partner with internal teams to resolve issues quickly while exceeding customer expectations.
- **Pipeline & Forecast Discipline**
 - Maintain accurate CRM pipeline management, forecasting, and opportunity tracking, aligned with Starrett reporting standards.
 - Provide leadership with clear visibility into growth trajectory, OEM platform wins, and long-term revenue potential.

Qualifications

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- **Required**
- Bachelor's degree in Business, Engineering, Manufacturing, or related field

- 8–12+ years of progressive business development or strategic sales experience
- Proven success selling engineered, high-precision, or technically complex solutions
- Experience operating in quality-driven or accredited environments
- **Willingness to travel ~50%**
- **Preferred**
- Experience in precision granite, metrology, machine tools, semiconductor, or advanced manufacturing
- Familiarity with ISO 9001, ISO/IEC 17025, and NIST traceability
- OEM-focused commercial experience
- **Benefits & Total Rewards**
- Medical, Dental, Vision & Life Insurance, STD, LTD,
- Employee Assistance Program
- 401(k) Plan plus company match
- Employee Assistance Program (EAP)
- **Competitive executive-level total rewards package**

This remote employment opportunity is being offered by The L.S. Starrett Company, Athol, MA.

Job Requirements

Education Requirements

Min/Preferred	Education Level	Description
Minimum	4 Year / Bachelors Degree	Bachelor's degree in Business, Engineering, Manufacturing, or related field

Years Of Experience

Minimum Years of Experience	Maximum Years of Experience	Comments
8		8–12+ years of progressive business development or strategic sales experience