

Business Development Manager

KareTeam · Hybrid Role, strongly preferred in Colorado. Expect 25% travel required.

Full-time · Base + Commission + Equity. \$75,000-90,000 base, On Target of \$120,000 to \$200,000 - with uncapped commission

Position open · October 22, 2026 through January 30, 2027 ... or until successful hire.

About KareTeam

Most people want to age at home. Few families know whether that's realistic, or what it would take. KareTeam is a venture-backed AI software company that answers those questions for hospitals, home care and home health agencies, and aging consultants. **KareTeam Calculator** assesses whether aging at home is safe and workable. **KareTeam Plan** turns that answer into a practical age-in-place plan. **KareTeam Connect** activates the plan by bringing family and friends in to help and offering ongoing recommendations as needs change. Our products are unique in the market, and we're growing fast.

The Role

Our early customers have proven that KareTeam works. Now we're ready to bring it to organizations that touch thousands of patients and families every year: hospital systems, large home health organizations, and multi-site care agencies.

As our Business Development Manager, you'll find, build, and close these enterprise partnerships. You'll navigate complex organizations, build a business case that clinical, operational, and executive leaders all agree on, and design deals that bring KareTeam to an entire organization rather than a single department. Each partnership you close can reshape how a whole region handles care transitions and aging at home.

You'll report directly to our CEO, a seasoned startup leader, and work closely with our product and sales teams to shape enterprise offerings, pricing, and integrations. As KareTeam scales, the right person can grow into leading business development or enterprise sales for the company.

What You'll Do

- **Target the right partners.** Identify and prioritize hospital systems, home health organizations, and large care agencies where KareTeam can make the biggest difference.
- **Open doors at the top.** Build relationships with executives and decision-makers in case management, discharge planning, care transitions, operations, and the C-suite.
- **Navigate complex organizations.** Map stakeholders, find champions, and guide deals through clinical review, IT and security assessments, procurement, and legal.
- **Build the business case.** Translate KareTeam's value into outcomes enterprise leaders care about, such as smoother discharges, fewer avoidable readmissions, stronger family engagement, and better use of staff time.
- **Design enterprise solutions.** Structure pilots, multi-site rollouts, and system-wide agreements, and work with product and operations to deliver what you've promised.
- **Close and expand.** Negotiate terms, close multi-year agreements, and grow partnerships from a first site to the entire organization.
- **Shape our strategy.** Bring market insight back to the CEO and product team to help define our enterprise offering, pricing, and roadmap.
- **Represent KareTeam.** Attend industry conferences and meetings with partner leadership, and build our reputation in the aging and post-acute care markets.

What You Bring

- 5–10+ years of B2B sales or business development experience, including a track record of closing complex, multi-stakeholder enterprise deals
- Experience selling to or partnering with hospital systems, home health organizations, senior care providers, or other large healthcare organizations
- Skill at building relationships with senior executives and earning trust with clinical leaders
- Patience and persistence to manage long sales cycles without losing momentum
- Strong business acumen, with the ability to build ROI cases, structure pricing, and negotiate contracts
- Ease with the security, compliance, and procurement processes healthcare organizations require (HIPAA, BAAs, vendor reviews)
- Self-direction and comfort building strategy and process where none exists yet
- Real interest in our mission of helping older adults live safely and well at home

Bonus Points

- An existing network in hospital case management, post-acute care, home health, or senior care leadership
- Experience selling SaaS or health technology at the enterprise level
- Knowledge of care transitions, discharge planning, or value-based care models
- Experience at an early-stage startup, especially one going through rapid growth
- Experience with EHR integrations or health IT partnerships
- Ambition to grow into a business development or sales leadership role

Why Join Us

- **Meaningful work.** Help families through one of life's hardest transitions. KareTeam is a for-profit, for-impact company working to make aging better for older adults, their families, and those who care for them.
- **Outsized impact.** One partnership you close can bring KareTeam to thousands of families.
- **Real ownership.** As our first enterprise business development hire, you'll define how KareTeam partners with large organizations.
- **Uncapped commission.** KareTeam addresses a massive, barely tapped market and there's no cap on what you can earn.
- **Equity.** Share in the success you help create.
- **Benefits.** Unlimited vacation: we work hard, and we expect you to rest so you can keep doing your best work. Flexible schedules focused on results, not hours.

To Apply

We know great candidates sometimes hold back if they don't check every box. If this role excites you, we'd love to hear from you. Just email us a cover letter, resume, LinkedIn, and anything else you think we should know to: info@kareteam.com.

And yes, we're an AI company, but a person, not a bot, will read every application. At this stage, we're looking for the right match.

KareTeam is an equal opportunity employer. We welcome applicants of all backgrounds, ages, and experiences.