

## Business Development Director

### The Company

Talking Talent is a leading, rapidly expanding, executive coaching consultancy that delivers bespoke solutions to blue chip clients in the UK / Europe, Asia and the United States. We specialise in developing and optimising female talent to create valued career progression and commercial benefit.

Our head office is in Oxfordshire in UK with the majority of local clients based in London. Talking Talent also has an office in the USA and delivers work with clients across Europe and Asia. Our UK clients are mainly FTSE 250 organisations or equivalent and include major law firms, financial services businesses, telecommunications, professional services, media, FMCG, etc. We are a dynamic, growing business looking to expand our team. See our website: [www.talking-talent.com](http://www.talking-talent.com)

### Scope of the Role

The key focus for the Business Development Director is to drive growth in our EMEA markets. As a market sector expert and critical partner to our clients, the Business Development Director will network internally and externally to identifying new business opportunities and deliver tailored solutions to our clients. You will have a strong business development acumen, underpinned by a demonstrable track record of consultative business development.

This individual will ideally have had a commercial background to a senior level and be used to developing business opportunities from FTSE 250 or Fortune 500 companies or equivalents. They will have an demonstrated experience owning the end-to-end process from initial conversation, through to proposal generation and final pitch, ideally within the leadership development, training, coaching, professional services or organisation consulting space. The right candidate will be attracted to this opportunity in an established consultancy that is rapidly expanding globally.

The role will report to the Global Managing Director of New Business & Markets. They will be based in our offices in Oxfordshire but will need to be able to visit clients and potential clients in London and further afield on a very regular basis. The role is also flexible and there will be an opportunity to work remotely where appropriate.

#### **Business Development**

- Conduct research to identify new markets and customer needs
- On a day to day basis you will be having compelling conversations with executive level decision makers within HR and L&D in order to understand their people and performance challenges
- You will create new leads – the ideal person will need to be innovative, driven and energetic. Keen to search for opportunities and develop them. They will be happy to pick up the phone and start a conversation.
- Leads will need to be followed up and converted.
- Potentially managing lead generation agency
- Lead sales meetings with prospective clients
- Full sales lifecycle: identification, cold approach, bids, closing and handover.
- Agreed targets will be expected to be met.
- Building and maintaining relationships with clients through the handover to a client director and beyond as source of referrals.

### **Commercial and Strategic Management**

- Develop new business strategy with global MD and marketing
- Provide sector market feedback to the leadership team regarding competitive offerings, prospect needs and support the practice leads in service/proposition development
- Constantly review financial performance, enhance and maximise profitability of each account in collaboration with Global MDs of Client Relationships, Shared Business Services and Finance
- Analyse, prepare and present management reports providing high level commentary
- Ensure forward planning occurs by account to create robust action plans by client and by sector

### **Person Specification**

- New business development background to a senior level and be used to working with senior clients from Fortune 500 companies or equivalents
- Entrepreneurial and will have demonstrated experience of business development, ideally within the leadership development, training, coaching, professional services or organisation consulting space
- Experienced at consultative selling, curious about client's business and organisation, blending solutions and products to meet specific needs
- Experienced in dealing with multiple clients and prioritising key relationships within them.
- Able to prospect for clients
- Able to close a sale, ensuring that the best price has been achieved.
- Trustworthy with high integrity
- Believable and credible in the role
- Well networked
- Confident and genuinely passionate about Diversity and Inclusion, Gender balance and the experience of working parents and how these issues fit in the context of broader business and human capital strategies
- A fantastic relationship builder – who people love to work with from the local and global teams, at clients and partner organisations

### **Apply**

Please send your CV and cover letter to [careers@talking-talent.com](mailto:careers@talking-talent.com)