



Business Development Representative at MDA Leadership Consulting

MDA Leadership partners with organizations to strengthen individual, team, and organizational talent through powerful leadership assessment and development solutions. For over 40 years, we have helped organizations select the right leaders, grow leadership capabilities, and drive high performance. Our client team partners with regional, national, and global organizations to deliver solutions that exceed client expectations. We pride ourselves in hiring exceptional I/O psychologists, leadership development professionals, and executive coaches with strong business acumen who have the keen ability to understand our clients' business challenges and translate their needs into impactful, integrated talent solutions.

In this role you will have the opportunity to enable and inspire leaders to reach their full potential using MDA's human-centric, science-informed talent solutions. You will be a consultative Business Development Representative who will sell strategic leadership assessment, talent strategy, leadership development, and executive coaching services so that leaders are able to lead their teams and organizations to fulfill their purpose and achieve their greatest goals and aspirations.

Your success will come through the building, vetting, and nurturing of relationships with both warm and cold prospective clients and in collaboration with internal colleagues. Your listening, information gathering, and long-term strategy skills will guide which MDA Leadership solutions are best for the prospect's needs, and you will consolidate these opportunities into clear and accurate proposals. Your work will enhance and expand MDA Leadership's outstanding reputation in the market.

What you will do:

- Execute on a strategic and thoughtful approach to revenue growth. In a team-based model, develop prospecting & qualifying strategies for landing new accounts.
- Leverage and expand your network of C-Suite and top-level HR relationships to secure introduction meetings to identify upcoming business development opportunities.
- Strive for prospective client success through solutions and programs that target their full spectrum of needs from MDA's vast portfolio of offerings.
- Work with cross-functional teams through the design and scoping process to represent the client's needs and to ensure a solid hand-off and transition to the delivery teams and long-term account manager.
- Provide recommendations to the leadership team for improvement of the firm's policies, procedures and practices on sales and business matters.
- Stay current on sales related practices, industry trends, and new developments.

- Attend relevant conferences and similar events to introduce MDA Leadership to new prospects and learn about the latest industry trends.
- Prepare weekly and quarterly performance measure dashboards and reports based on organizational requirements.
- Perform other duties as assigned.

What will make you successful:

- 2+ years of experience working in talent management, consulting, and/or business development with a proven track record of selling complex consulting and strategic services to prospects and moving them to clients
- 1+ years of experience writing and negotiating scope and cost proposals
- Successful completion of a proven sales training methodology
- Digital and social media savviness with the purpose of gathering leads and moving them to clients
- Membership and participation in business community associations
- Exceptional verbal and written communication skills, including impactful presentation skills
- Motivated, ambitious, disciplined, and resilient with a professional presence and the business acumen to accompany these traits
- Enthusiastic self-starter, strong interpersonal skills, and an established ability to create and maintain effective working relationships with a variety of people to coordinate and drive the sales process
- Effective time management and organization skills, a sense of urgency, decisiveness with flexibility, and a proven ability to work well under pressure
- A commitment to diversity, equity, and inclusion demonstrated by your words and actions
- Ability to work permanently in the United States without sponsorship
- Proficiency in MS Office, internet use, and other advancing technologies
- Ability to travel locally and nationally; must possess a valid driver's license

Compensation for this role includes base salary plus a variable quarterly bonus which is dependent on individual and firm results. Base salary range: \$70,000-\$80,000/year

The person in this position will report to the VP of Business Development.

MDA is headquartered in Minneapolis, MN, and a local hybrid candidate is strongly preferred.

MDA Leadership employees are committed to living the organization's values through their work. These values are:

Adapt and Evolve

Build Lifelong Clients

Collaborate and Challenge

Commit to DE&I

Deliver with Excellence

Engage Together