



Director of Business Development 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.

Overview:

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 Director of Business Development 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 and nurturing of relationships with prospective and current clients and in collaboration with a diverse group of internal colleagues. Your listening, information gathering, long-term strategy, and account management skills will guide which MDA Leadership solutions are best for the client'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 and deliver overall expansion strategies to existing customers in partnership with client managers.
- Strive for client success through negotiated solutions and programs that target their full spectrum of needs from MDA's vast portfolio of offerings.
- Work independently and 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.
- Meet with the client teams regularly to discuss account management, progress, organizational context, business strategy, and additional opportunities with the client.
- Identify organizations to develop new relationships in targeted markets in collaboration with Marketing team.
- Partner with Client Managers/Consultants to leverage the MDA portfolio of solutions to drive client growth.
- Partner with internal colleagues to drive results in the marketplace.
- 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.

- Leverage and expand your network of C-Suite and top-level HR relationships to secure introduction meetings to identify upcoming business development opportunities.
- Attend relevant conferences and events to introduce MDA Leadership to new prospects and learn about the latest industry trends
- Prepare weekly and quarterly performance measure dashboards and reports in compliance with organizational requirements.
- Performs other duties as assigned.

What will make you successful:

- Bachelor's Degree or equivalent professional experience
- 5+ years' experience working in consulting and/or business development role with a proven track record of building and sustaining strategic relationships and selling complex consulting and strategic services into C-level buyers. Experience in the talent industry strongly preferred
- 5+ years of experience in writing and negotiating scope and cost proposals
- Able to work independently and as a team player with a diverse array of personalities to coordinate and drive the sales process
- Membership and participation in business community associations
- Exceptional verbal and written communication skills, including impactful presentation skills
- Enthusiastic self-starter, strong interpersonal skills, and an established ability to develop and maintain effective working relationships with a variety of people in a variety of industries
- 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 Office365, internet use, CRM, presentation software, and other advancing technologies
- Ability to travel locally and nationally; must possess a valid driver's license

Compensation for this role includes guaranteed base salary plus variable commission and bonus which are dependent on individual and firm results. Base salary range: \$120,000-\$140,000/year. As a new Director of Business Development, you will be given some current accounts and be expected to add new accounts.

The person in this position will report to the CEO.

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

Interested candidates can email their resume to: avonrudendoll@mdaleadership.com

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