



Director of Business Development at MDA Leadership Consulting

Location: Minneapolis, MN; remote candidates will not be considered

About Us: MDA Leadership partners with organizations to strengthen talent through 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 teams partner 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. We are seeking a dynamic and experienced Director of Business Development to join our team.

Role Overview: The Director of Business Development is an account management (75%) role with some new business/new logo responsibility (25%). This role is crucial for expanding our client base and deepening relationships with existing clients. The ideal candidate will excel in creating long-term partnerships, while using a consultative approach to identify new opportunities through cross-selling. The person in this role 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 achieve their business goals.

Key Responsibilities:

- Develop and maintain strong, long-term relationships with clients, focusing on client expansion and retention.
- Create and implement multi-year talent roadmaps in collaboration with clients.
- Identify and pursue new business opportunities with existing clients through cross-selling and upselling.
- Build and grow a book of business through acquiring new accounts.
- Balance strategic thinking with tactical execution, ensuring accountability and follow-through on action items.
- Excel in complex, consultative sales processes, crafting solutions that meet client needs.
- Regularly use MDA technology platforms to manage client relationships and sales activities, keeping one's pipeline updated weekly.
- Be a consummate team professional and collaborative communicator, while being able to act independently. Actively work with colleagues across the business, in all functions and areas of expertise, to ensure success and streamlined follow-through for clients.
- Embrace diversity and contribute to an inclusive work environment.

Qualifications:

- Proven experience in account management leading to an increased book of business and demonstrated success in new business development, preferably within the talent assessment or talent consulting industry.
- Ability to think strategically while maintaining focus on tactics and process.
- Demonstrate curiosity and willingness to dig into issues and find solutions.
- Exceptional execution and follow-through skills.
- Demonstrated success using consultative sales processes in a complex sales environment.

- Willingness and ability to research and provide clients with meaningful insights to drive conversations and sales.
- Proficiency with and willingness to learn technology systems, such as HubSpot, Terminus, Deltek, MS365, and MS Copilot.
- Excellent verbal and written communication skills.
- Demonstrable curiosity, willingness to learn and ask questions, and willingness to engage clients in meaningful dialogue that drives sales.
- Ability to work independently as well as collaboratively within a team.

Why Join Us: At MDA Leadership Consulting, we value innovation, collaboration, and excellence. We offer a supportive and inclusive work environment where you can grow your career and make a meaningful impact. Join us in our mission to develop exceptional leaders and drive organizational success.

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 and senior HR buyers. Experience in the talent industry is 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 stakeholders 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, AI, 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 the new Director of Business Development, you will be given some current accounts and be expected to add new accounts.

MDA Leadership offers numerous competitive benefits including health and dental insurance, short- and long-term disability insurance, vision, life, and AD&D insurance, paid vacation and holidays, 401(k) match, and more.

The person in this position will report to the VP of Operations and Sales.

MDA is headquartered in Minneapolis, MN, and the ability to perform work in the market is required.

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

MDA Leadership is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.