



Director or VP of Business Development at MDA Leadership Consulting

Location: Minneapolis, MN preferred

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 team partners with regional, national, and global organizations to deliver solutions that exceed client expectations. We pride ourselves on 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 or Vice President of Business Development to join our team.

Role Overview: The Director or VP of Business Development is a role focused on new business/new logos. This role is crucial for expanding our client base. The ideal candidate will excel in using a consultative approach to identify new opportunities. 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:

- Build and grow a book of business through acquiring new accounts.
- Create and implement multi-year talent roadmaps in collaboration with clients.
- 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 new business development, preferably within the talent consulting industry.
- Ability to think strategically while maintaining focus on tactics and process.
- Demonstrate curiosity and willingness to dig into issues, to learn and ask questions, and to find solutions that drive sales.
- 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, Deltek, MS365, and MS Copilot.
- Excellent verbal and written communication skills.
- 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.
- Proficiency in MS Office365, internet use, CRM, presentation software, AI, and other advancing technologies.
- Ability to work permanently in the United States without sponsorship.
- Ability to travel; 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-\$150,000/year. Title and base salary will be dependent on prior experience. As the new Director or Vice President 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. Both remote and local candidates are encouraged to apply.

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

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.