

Job Description

Job title:	Head of Business Development
Grade:	E3
Division:	Business Development
Reports to: (job title)	Managing Director

JOB PURPOSE

Dynamic results driven Head of Business Development to lead business growth initiatives in MASS.

The focus for this role is growth, driving revenue, expanding our customer base, identifying and entering new markets, developing existing, and establishing new, strategic partnerships with customers and defence primes.

This role requires a leader with good technical and defence understanding, strong sales and business acumen for complex solution sales and a track record in the successful execution of business growth strategies.

KEY DUTIES AND RESPONSIBILITIES

- Lead the Business Development function to support the Strategic Objectives for the company. Determine the team structure and tools to deliver the Business Development function.
- Set annual targets and measure performance for each member of the Business Development team.
- Provide support and guidance to the Board of Directors on BD strategy and outlook against the 4-year plan.
- Chair a monthly Pipeline Review Meeting focussed on a rolling 18-month horizon ensuring that all opportunity owners update customer/stakeholder status and sales stage in the CRM to drive a high integrity financial based forecast.
- From the monthly Pipeline Review Meeting compile a Monthly BD Report, forecasting orders and revenue with an evaluated PWin along with quantified risks and upside-opportunities.
- For major opportunities ensure that a detailed account plan deck is compiled and maintained such that it can be presented to the company's Executive Management Team upon request.
- For each MASS offering in product and services maintain a price/features comparison against our competition.

DISCLAIMER: This is not necessarily an exhaustive list of all responsibilities, duties, skills, efforts, requirements or working conditions associated with the job While this is intended to be an accurate reflection of the current job, management reserves the right to revise the job or to require that other or different tasks be performed as assigned

- Evaluate and report on macro-economic factors, new requirements and technologies that the business must navigate.
- Plan representation and stakeholder engagement at events, sponsorship, conferences and trade shows.
- Provide mentoring, guidance, assistance, coordination and oversight of the company's campaign owners business development activities;
- Reviewing capture strategies, reviewing proposals and supporting contract negotiations;
- Coordinating cross Cohort Group business development activities and representing the company at the Group Business Development Meetings;
- Support corporate acquisition activities;
- Comply with Company policies and procedures (including the MASS Management System);
- Manage the Research and Innovation Team
- Adhere to the MASS values.

COMPETENCIES

General Profile

- Establishes the overall strategic direction of MASS as a member of Cohort
- Is accountable for long-range planning and major initiatives of MASS as an organisation
- Has direct and lasting impact on overall corporate performance and image

Business Acumen

- Applies a comprehensive understanding of the enterprise and the economic, commercial, political issues to maximise MASS's performance

Leadership Impact

- Serves on the MASS team to set the overall strategic direction of MASS, has direct and lasting impact on the company's operational and financial performance

Problem Solving

- Directs the development of new and/or uncharted solutions and drives MASS's business direction to establish desired position in the market

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Interpersonal Skills

- Influences and shapes the image of the company
- Presents and defends complicated or delicate issues that have a lasting impact on the business

Specific Competencies for this role

- Ability to lead a distributed BD and Sales Team based on trust and mutual respect.
- Metrics driven with a strong focus on success and recognition for team.
- Strong Business Development process adherence
- Track record of achievement and motivating team to success.

QUALIFICATIONS / EXPERIENCE**Essential:**

- Defence/Government sales experience with track record of success.
- Good technical understanding and aptitude.
- Knowledge and understanding of BD best practice
- Experience in managing direct reports and managers

Desirable:

- Experience of operating in businesses delivering complex, fixed-price projects
- Solution sales experience.

Declaration

"I have received, reviewed and fully understand the above job description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described":

Name:	
Signature:	
Date:	

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