

Position: **Business Development VP Based in US and/or UK/EUR**

The ideal candidate is experienced, well-connected, ambitious & commercially-driven.

ABOUT OTM:

ON THE MARK (OTM) is a leading boutique business consultancy specialising in high-impact collaborative organizational design business transformation. In business for 29+ years with close to 450 successful organization re-designs and business transformations completed, OTM offers businesses and governments a reliable alternative to driving and accelerating *real* transformation based on proactive, genuine engagement, participation and readiness.

Our sweet spot is ensuring a business's operating model is fit for purpose to deliver its strategy with a keen focus on aligning true cultural and behaviour change, real fast. Whether it's a post-acquisition/merger integration, the realignment of a part of a business, putting the customer at the centre of a business or moving from local, site-based to global, OTM delivers tangible value.

- 7 Successfully delivered close to 450 redesigns and transformations and over 700 projects in total.
- 7 Redesigned every type of business function and enterprise-wide across most industry sectors.
- 7 Worked in over 35 countries on five continents.
- 7 Trained/developed over 5,000 leaders and internal change agents in OTM's unique solutions.
- 7 Over 70% of new OTM client relationships are generated by referral and/or repeat business.

OTM's most important points of differentiation are:

- 7 Unparalleled depth and breadth of experience doing this work – no one has more.
- 7 Our collaborative approach to this work from start to finish based on our unwavering commitment to real involvement of people is the most sustainable approach to business transformation.
- 7 Provides a reliable alternative to modernizing operating models as compared to large consulting houses top-down approach.
- 7 Use of senior consulting team from start to finish.
- 7 Offer one of the most comprehensive, integrated and holistic organization design solution in the marketplace.
- 7 Our rigorous, step-by-step approach includes decision gates, essential stakeholder review and approvals.
- 7 Our solution simultaneously focuses on shifting deeply engrained and legacy behaviour patterns – all with the intent of helping our customers realise their desired future.

Some of our blue-chip customers include Nestle, American Express, BAE Systems, Dolby, CSL Behring, Fitbit, UK's National Nuclear Laboratory, and Inmarsat – just to mention a few. Operating globally – with offices in the United States (Phoenix, AZ) and United Kingdom (London) - OTM has completed transformations for every type of business function across most industry sectors, in over 35 countries on five continents.

OTM team are active board members in the Organization Design professional communities around the world including the board of the European Organization Design Forum (EODF), the Organization Design Institute (ODI), the Organizational Design Community (ODC), Organization Design Forum (US ODF) and Socio/Technical Systems Round Table (STS) and are regular speakers at industry events.

OTM is reaching for substantial growth and expansion based on our unique footprint, capabilities and history. We are looking to deliberately expand our existing markets and exploit new markets. We are looking for talented, exceptional business development professional.

THE ROLE AND RESPONSIBILITIES:

The ideal candidate will be at the front of business development for OTM and will have the commitment to identify opportunities, generate interest and queries leading to qualified leads. The role contributes to successful business winning partnering with OTM marketing and senior consulting staff. The role will be required to demonstrate competency and experience:

- a. Increase OTM's brand awareness and brand pull (queries) with relevant targets.
- b. Co-develop a growth strategy and execute focused both on financial gain and customer satisfaction.
- c. Develop and manage lead pipeline, qualifying inbound queries to qualified leads, and working with consulting staff to convert prospects to customers.
- d. Invite ideal target group to Executive Briefings at international locations and virtual briefings and webinars.
- e. Conduct research and identify new markets and customer needs.
- f. Arrange business meetings with prospective clients and manage comms and logistics.
- g. Promote the company's products/services and represent our values.
- h. Work in culturally diverse, global environments.
- i. Keep records and documentation via CRM (Infusion Soft).
- j. Provide accurate, reliable, trustworthy feedback to improve our services.
- k. Build positive relationships with new and existing customers.
- l. Help to develop consulting staff into valuable salespeople.

TRACK RECORD, EXPERIENCE, EXPERTISE AND CHARACTER:

- a. Worked across multiple industries and markets.
- b. Worked within more than one function (Strategy, Marketing, Finance, Supply Chain, HR, etc.).
- c. Excellent communication skills.
- d. Ability to build rapport and positive relationships.
- e. Worked internationally and embrace diversity.
- f. Knowledge of various markets.
- g. Able to conduct relevant conversations with C-Level executives and senior leaders.
- h. Demonstrate sound judgement, apply business acumen and savvy political understanding.
- i. High emotional intelligence; healthy sense of self and self-belief.
- j. Strong belief in the collaborative approach to change based on the adage “people support what they help create”.
- k. Unwavering commitment to solid work and commitment to the OTM team/customer success.
- l. Exudes vitality and enthusiasm for purpose, consistency of commitment and effort, high willingness to get stuck in, bold, innovate and dare to be different.
- m. High integrity and reliability.
- n. Able to work in an autonomous work environment; Self-starter, driven, strong work ethic.
- o. Able to laugh, have fun and enjoy life along the way.
- p. Able to travel domestically, regionally and internationally.

COMPUTER AND TECHNOLOGY SKILLS:

- a. Strong skills in CRM (InfusionSoft).
- b. Moderate computer/technical skills including MS Office products.
- c. Know the MS 365 environment.
- d. Strong English speaking, reading and writing capabilities.
- e. A huge plus to be bi- or multi-lingual.

COMPENSATION:

1. This is a contract role – at least initially.
2. Total compensation/remuneration will be competitive for the candidate based on demonstrable experience.
3. Compensation includes both fixed and variable pay based on performance.
4. Flexibility, virtual working.

TO APPLY:

Interested candidates should send the following*;

1. A cover letter addressing why you are the ideal candidate in response to the success criteria and requirements as stated above.
2. Your CV/Resume.
3. Up to 3 professional references. They will not be contacted without your prior consent.
4. Three work samples that highlight your experience and expertise.
5. Your compensation/remuneration history and expectations.

** NOTE: Incomplete application packets will not be reviewed.*

Title your email “**Business Development Manager**” so that we are sure to receive it.

Send your packet to recruiting@on-the-mark.com. Please no calls.