



Job Description – Director, Business Development

Summary

The Director of Business Development is a seasoned professional who leads our business development and sales initiatives. This person actively builds and manages a robust pipeline, driving the full sales cycle from identifying prospects to closure. This leader cultivates trust-based relationships and develops our COI network, assisting in workshop presentations, along with attending conferences, events, and networking opportunities.

This role collaborates with marketing to:

- 1) generate leads and convert them into qualified prospects,
- 2) accurately manage our CRM pipeline,
- 3) works with our consultants to connect to prospects and utilizes their relationships
- 4) guide prospects through the full sales process to close, and
- 5) continues to strengthen the Compass Point brand and their personal brand.

This Director of Business Development will work closely with the CEO, Partners, and Regional Directors to pursue activities and prospects that achieve our sales objectives.

Who is Compass Point

We believe in family; we exist to build smart, organizationally healthy family businesses that can transition to the Next Generation, and that positively impact their communities.

We are a team of professionals who act with mutual trust and respect. We are a highly focused team, and we always look out for the team first. We pride ourselves on being reliable both for our clients and our teammates. We believe in servant leadership and getting in the trenches with our clients. We are continuous learners, always seeking to be better in our craft and more self-aware.

What you will do:

- Develop and oversee our annual business development plan
- Continually build and maintain our sales pipeline of quality opportunities to achieve our sales goals
- Convert viable prospects into active clients, owning the full sales conversation and negotiation, through to the transition of new clients to the team.
- Builds and maintains our COI network through our consultants
- Develops and oversees our annual COI workshop calendar, facilitates workshop logistics, ensures COI event marketing and signups, and follows up on all attendees per our sales process
- Collaborates with our partnerships to enhance our brand and identify new opportunities
- Assists in conducting workshops, webinars, and keynotes to expand our brand.
- Strengthens the brand and creates opportunities by attending networking events, as well as industry and association tradeshow.
- Researches, identifies and cultivates new markets and opportunities
- Frequent travel throughout the Mid-Atlantic region along with tradeshow, association events, etc...

What you will need:



- 5+ years of experience in business development, sales, or account management, preferably in a consulting or professional services firm.
- Proven track record of meeting or exceeding business development and sales goals and growing client relationships.
- Experience working in or with family-owned businesses
- 5 years+ experience as an executive/C-suite with P&L accountability
- 3 years+ supervisory experience
- 5 years+ working in SME \$5M/\$10M that grew to \$50M+
- Extensive professional network
- Self-motivated, with the ability to work independently while also being a strong team player.
- Demonstrated ability to align with and embody the company's core values—Team First, Self Awareness, Taking Initiative, Always Learning, and Humility.
- Bachelor's degree; MBA preferred
- Accomplished and confident public speaker and ability to communicate our brand to diverse audiences.
- Willingness to travel as needed.

COMPENSATION/BENEFITS

- Salary plus performance-based bonus
- Generous time off with pay
- Opportunity to be part of a team that challenges you to be your best self
- One week each year, away from work, for personal development
- The opportunity to move from success to significance by impacting family business owners professionally and personally

To apply, use this link:

<https://app.loxo.co/job/MTEzMjAtN3NlMHlwcGJpdmZ2ZXE2ag==?t=1738709511302>

It is hosted by our candidate search partner, Empirical Consulting Solutions.