

Head of New Business and Markets

The Company

Talking Talent is a leading executive coaching consultancy that delivers bespoke solutions to blue chip clients in the UK, Europe, Asia and the United States. We specialise in developing and optimising female talent to create valued career progression and commercial benefit.

The Head Office is located between Oxford and Reading with majority of our clients based in London. Talking Talent also works out of the USA with offices in New York and Asia via offices in Hong Kong. There are currently a team of 35 core individuals and a pool of associates. Our clients are mainly FTSE 250 or Fortune 500 organisations from a wide variety of sectors.

We are a dynamic, rapidly growing business looking to expand our team. This is a unique opportunity to join an entrepreneurial business in a senior management position, as part of the leadership team. Your will have a central role in building on our legacy of making a significant contribution to the careers of talented women and the gender diversity of senior management in the clients we partner with.

See our website: www.talking-talent.com

The Role

Head of New Business and Markets will have strategic responsibility for all new business activities as well as strategic responsibility for key growth markets.

The right candidate will have the gravitas and credibility to build senior client relationships in new clients. They will have demonstrated an ability to create and structure high quality client focused solutions using a consultative sales approach. Highly commercial, they will be able to demonstrate proven ability to create and deliver on a sales strategy and achieve or exceed commercial targets for new business. They must have a deep affiliation with our work to help create greater gender diversity in leading private and public organisations.

Clear demonstration of building a strong sales pipeline within a similar client portfolio will be critical. Reporting to the CEO, this role will hold the following accountabilities:

- Owner of the strategy to build Talking Talent's new business pipeline
- Set and manage new business targets globally
- Work with the other Directors and practice leads to set a clear and innovative strategy for the generation of new business
- Manage the Head of Marketing and Head of Distribution to create appropriate channels to market and sales opportunities

- Manage the sales team globally
- Building new client relationships at a senior level
- Ensure smooth handovers of new business to client account managers
- Identify and maximise key distribution channels to market including the management of key strategic partners who refer work into Talking Talent
- Work with the Head of Marketing to create powerful campaigns to promote TT's work to the market
- Support the strategy to develop primary research to position TT as a leading provider in its field.

Skills/ experience required

The candidate will have extensive experience in selling professional services products to large blue-chip organisations. They will have demonstrated significant experience in creating innovative coaching, learning and leadership development programmes or other HR or developmental services to this profile of client. A strong interest in women in leadership would be preferable.

- An experienced and qualified business development executive
- Experience of consultative sales approaches that are client and not product led
- Strong commercial acumen – a clear demonstration of the mechanics of building a profitable professional services practice
- Can demonstrate experience of setting and delivering sales strategies
- Can clearly demonstrate the use of sophisticated metrics to track sales success including the use of relevant sales databases, MI for sales channels etc.
- Can demonstrate sophisticated use of sales reporting and owning the management reporting
- Significant experience of creating, delivering and managing innovative solutions to open new markets or grow new service lines
- Demonstrable ability to identify and leverage new channels to market for existing solutions
- Experience in leading and managing the performance of an extended sales & marketing team
- Experience of managing teams of experienced sales consultants to a senior level
- A global perspective – can demonstrate working on cross border and global solutions
- Experience of building strong client relationships and to a senior level
- Preferred knowledge and experience of executive leadership and/or HR and diversity solutions

Salary

- Six figure basic salary
- Performance Bonus of up to 150% salary
- Performance based share options
- 25 days holiday
- Pension
- Health Insurance

For more information or to apply for this role, please contact Debbie Kempell at debbie.kempell@talking-talent.com or call 01491 821850.