



DIRECTOR - BUSINESS DEVELOPMENT



ABOUT ESCIENT

Escient was founded in 2016 with the goal of inspiring our people and our clients to think beyond what they see and have the courage to act today. Everything we do – from the relationships we build, to the culture we nurture – is in support of that goal.

We encourage and support our people to dream more, believe in themselves and work together. We know that when they do they achieve amazing outcomes for our clients and the community.

Our people are the company, not simply employees.

OUR VALUES

Courage

Courage isn't necessarily the grand gestures or the major acts, it can be the small choices we make every day, taking action because you know it is the right thing to do despite being unsure of the outcome. We consciously choose to be courageous in all we do, unrestrained in our thinking and bold in our actions and work with our clients to inspire the same mindset.

Creativity

We have the freedom to walk the road less travelled, to draw on our curiosity and create ideas that solve complex client problems. To succeed in today's changing world, we must have the experience and wisdom to unlock solutions not seen before.

Selflessness

The most satisfying success is one that is shared, understanding that it requires humility and self-awareness. We recognise that the team is built from a wealth of knowledge and experiences far broader than one person's alone and will proactively harness this energy to deliver shared success for all.

OUR VALUE FOR CLIENTS

Escient specialises in helping clients define and achieve their strategic goals using a shared success model. Our differentiated approach is based on our client value proposition – a strong commitment to partnership, creating joint success, operating transparently in an environment of trust, and an obsession with business and digital innovation.

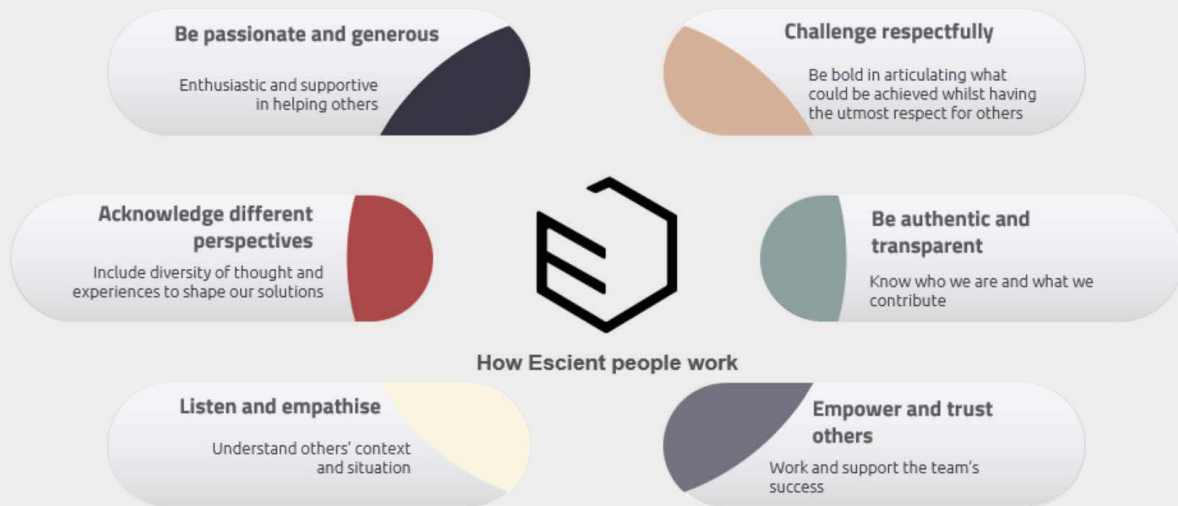
We recruit premium talent and industry leaders and invest in their futures to ensure they can continue to perform at their peak. Our approaches are proactive, lean and effective, whilst remaining always outcome-focused.

We help our clients improve, extend and transform their businesses by strengthening their infrastructure in preparation for growth, enhancing organisational agility and effectiveness, and improving their bottom line through exceptional customer experience.

We deliver these outcomes by combining our skills in traditional disciplines such as strategy, business case development, requirements elicitation, enterprise & solution architecture, program & project management, change management and benefits realisation.

We strive to achieve exceptional shared success through innovation and re-defining partnerships.

ABOUT WORKING WITH US



OTHER INFORMATION ABOUT WORKING WITH US

Escient supports gender diversity and diversity of thought across our organisation.

We promote and support an inclusive, flexible and collaborative culture that respects the differences of our diverse workforce. Behaviours that are not in line with our policies and practices around values, diversity, respect, EEO, OHS and flexibility are not tolerated, and we encourage staff to actively participate in supporting and advocating for our culture to support that diversity.

Flexible working arrangements can be requested.

Escient has a BYOD (bring your own device) policy. We support with an annual allowance, so you can choose your own laptop and phone.

ABOUT THE ROLE

PURPOSE OF THE ROLE

Director – Business Development is responsible for providing sales and business development leadership within Escient and positioning Escient strategically within the region. This is a key commercial role responsible for growing market share and positioning Escient strategically across all relevant industry sectors through the identification of sales leads, pitching of services and managing and retaining trusted business relationships with new and existing clients.

The person in this role will exhibit thought leadership and a methodical approach to developing Escient's internal business development capability whilst also growing our client base and delivering successful commercial outcomes for Escient. This involves maximising margin, identifying and mapping business strengths to client's needs, development and marketing of repeatable solutions, and leveraging partner opportunities where possible.

In addition, for the right candidate this role internally provides leadership to a Pod (i.e. small group) of consultants. Accountabilities of the role include building strong trusted and supportive relationships with, and between members of the Pod and leading/co-ordinating specific consultant care functions.



SUMMARY OF THE ROLE

Sales & Business Development Responsibilities

Responsibilities and accountabilities will include (but not limited to) the following key areas:

Business Development Capability

- Develop and implement sales and business development tools and processes to build Escient's internal capability and a supportive sales culture
- Maintain and comply with appropriate governance structures to manage commercial risk
- Provide regular reporting and analysis of sales activity to the Managing Director
- Develop bids, tenders and campaigns which are consistent with the Sales Strategy and reflect business priorities and qualification methodologies

Clients & Collaboration

- Cultivate and maintain client relationships, building a reputation as an industry trusted advisor
- Be a key member of the regional leadership team along with all other Directors
- Identify and map Escient's strengths to clients' needs
- Communicate new service offerings to prospective clients
- Provide sales leadership across all client accounts within the region
- Work collaboratively with capability SME's and the broader delivery team to manage client relationships and to position and cross sell Escient's full capability
- Work with the delivery team to ensure sold engagements meet and exceed client expectations, and deliver the intended commercial outcome for Escient
- Other duties as directed from time to time

Revenue, Market Share & Growth

- Take accountability for meeting annual targets
- Conduct and manage key contract negotiations to achieve sound commercial outcomes
- Build a sustainable pipeline of sales opportunities and manage the sales process
- Identify opportunities to increase Escient's client base
- Work with the MD to develop and maintain a Sales Strategy, aimed at building market share both in existing clients and in new clients in line with Escient's strategic direction, and execute the strategy
- Research business opportunities and viable income streams

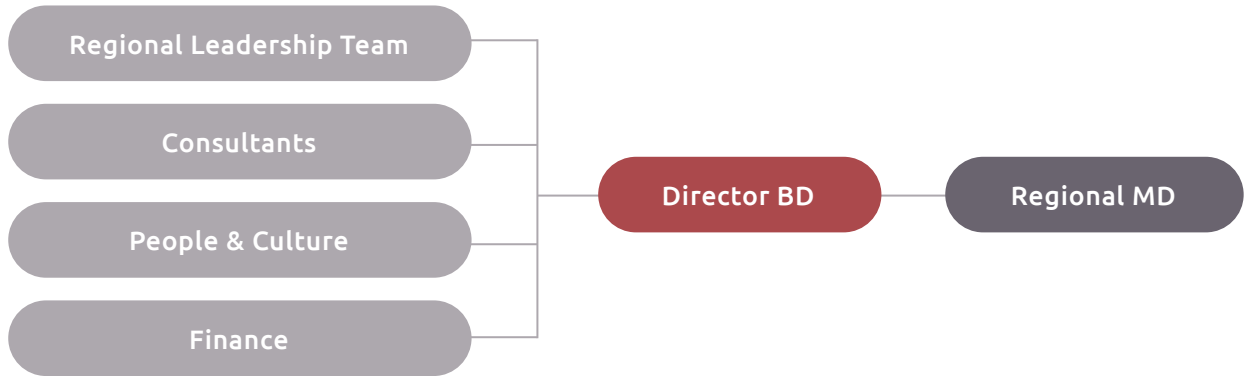
Talent Acquisition

- Communicate with Managing Director & Manager People & Culture to agree priorities, and assist in planning recruitment needs
- Prepare and coordinate the successful candidate a new engagement where possible
- Assist with managing the onboarding of employees ensuring a pleasant on-boarding experience for new staff

How success will be measured

- Achievement against agreed team sales targets
- Ongoing development and continuous improvement of the internal sales & business development capability
- Tracking of proposals submitted vs won
- Achievement and demonstration of outcomes against five key areas of organisational performance

Key relationships



ABOUT YOU

Qualifications and Certifications

- A tertiary qualification or certificate is highly desirable or equivalent business experience.

Experience and Technical Capabilities

- 5 - 8 years' experience performing the role of a consultant within a relevant professional services company
- Proven sales experience in professional services industry
- High-level of communication skills with the proven ability to effectively negotiate
- Experienced in conflict resolution
- Ability to think, plan and act strategically
- Ability to self-motivate and motivate a team
- Experience working to and exceeding targets
- Very experienced in stakeholder management with senior level stakeholders
- Well-developed interpersonal, written and verbal communication and stakeholder engagement skills including the ability to liaise at all levels within Escient to operate effectively as a member of a friendly team in a continuously changing environment
- Well-refined time management skills in order to prioritise a range of activities and to operate flexibly to ensure timelines are met and internal & external stakeholder needs are satisfied
- High degree of attention to detail and problem-solving skills
- Proven ability to maintain confidentiality and sensitive data
- Commitment to the success of the team through cross-functional communication and cooperation across teams in a supportive and inclusive culture

Personal Capabilities

- Act Decisively
- Develop Others
- Drive Performance
- Build the Business
- Commercial Management
- Hold Self and Others Accountable
- Innovate for Improvement
- Lead Others
- Manage Relationships
- Manage Self
- Negotiate and Influence
- Plan and Lead Change
- Scan the Environment
- Think, Plan and Act Strategically
- Understand People
- Work Collaboratively
- Work well under pressure
- Flexible and adaptable

This description is indicative of the range of job requirements and accurately reflects the requirements of the role at the time of writing. Due to the nature of the work environment changes may occur to this role over time.

Q&A

WITH STEPHEN MABBS - CEO &
ALAN MCIVOR – NSW MANAGING DIRECTOR

Stephen, what can you tell us about your vision and future business strategy for Escient?

When we started Escient 5 years ago, we saw an opportunity to differentiate in a crowded market with a fresh approach. Key points of difference included trust and transparency, a deeper commitment to our clients, creativity as well as “shared success” – if our clients succeed, our business succeeds, and, our employees succeed. We are 100% employee owned and almost all of our employees choose to participate in this.

We live our values in everything we do – Courage, Creativity and Selflessness – and these values will continue to define who we are as we grow. Currently 120 people, 22 in Sydney, we have a focused and ambitious growth strategy and mindset for the future.

Our growth strategy includes: growing our existing 4 offices; growing our current service capability and offerings; considering new office locations; and developing new, innovative services and solutions to stay ahead of the market. Our business growth strategy benefits from insights shared by our Client Advisory Board and our growth is likely to be a combination of organic and acquisition focused.

Stephen, why is this an exciting time for this Director – BD, NSW to join Escient?

This is a newly created role with an incredible amount of scope and opportunity. During the last 6 months we have created BD Director roles in each office, the two in SA and VIC already in place. This team of Directors, BD will be integral to our national leadership planning – they have the opportunity to have a real

impact. The roles will not be constrained and there is a lot of possibility to evolve the BD Director portfolios over time as we grow and develop a sophisticated BD function.

Alan, can you describe how you envisage working with this Director – BD?

I am excited to work very closely with this person on building pipeline, revenue and client relationships (existing and new) for our business. I anticipate initially we will present to the market as a team as this person learns our business; after which we will continue to work collaboratively and likely split the client portfolio.

Alan, what can you tell us about the culture with Escient?

The Sydney team is a social and cohesive group of Consultants who all enjoy working with each other. The nature of our business means they are usually out on site in teams – and so we are very purposeful about regular team meetings and social events. It can mean our Sydney office is quiet – much of the time it could be myself and this new Director – BD. This will suit someone who, like me, thrives on spending time out of the office speaking with clients. There is a good opportunity for flexible working from home a couple of days a week. Another great thing about our culture is that, whatever your role, we work to and are rewarded on a team goal rather than individual goal. We value our people and have been recognised as an Employer of Choice for the last 2 years.





HOW TO APPLY

Escient has recognised the strategic importance of this role to their business and have invested in a full search campaign through working exclusively with Executive Search Firm Seldon Rosser to canvass the market for exceptional talent.

To express your interest in this opportunity please email katie@seldonrosser.com or graham@seldonrosser.com with a copy of your resume in Word format and a covering letter that outlines your relevant experience for this position.

If you would like additional information please contact
Katie Rosser on +61 424 944 997 or Graham Seldon on +61 433 152 888

www.escient.com.au seldonrosser.com

