



McGrathNicol



OPPORTUNITY PROSPECTUS —

Business Development Director

Melbourne / Sydney

SELDON
ROSSER



McGrathNicol

About McGrathNicol

McGrathNicol are a specialist Advisory and Restructuring firm, committed to helping businesses improve performance, manage risk, and achieve stability and growth.

They provide strategic support and innovative solutions across our broad range of services within their two primary services of **Advisory and Restructuring**.

With 55 Partners and over 400 staff located across six offices, McGrathNicol is a market leader in its sector and is actively involved in community initiatives that matter to its people.

Clients value the firm's commercial approach and the ability of its people to make the complex simple. What sets the firm apart is how easy its people are to work with. They are often described as an extension of their client's teams.

Working at McGrathNicol

At McGrathNicol, we are committed to providing rewarding careers for our people, no matter their role within the firm. Professional development and continuous learning are embedded in our culture, ensuring ongoing growth and career progression. We also prioritise a flexible working environment, supporting our employees in balancing their professional and personal lives.



Business Development Director

Working closely with the Clients & Markets Partner, this role will support our Partner group in strengthening our national business development efforts. Our strategy focuses on enhancing market visibility by leveraging every opportunity for purposeful BD and presenting a unified, firm-wide presence to our networks.

By elevating our in-house BD capabilities, we can upskill our people and adopt a more targeted approach, maximising value and return on investment.

Focus areas

- **Enhance BD Capabilities:** Develop and implement a structured coaching program to upskill and empower all Partners, equipping them with targeted strategies and the confidence to go to market effectively.
- **Strengthen our Pitch Program:** Establish a defined, strategic approach to pitching that maximises our chances of success, with a focus on opportunity identification, the pitch process, and compelling presentation structures.
- **Expand our Client Experience Program:** Enhance how we engage with clients and deliver value, ensuring a consistent, high-quality client experience that fosters long-term relationships.
- **Drive our Industry Groups:** Lead the development and execution of industry-focused initiatives, ensuring they align with broader business development objectives and deliver tangible outcomes.
- **Develop a BD Training Framework:** Assist in the design and implementation of a training framework that upskills staff at all levels, embedding a business development mindset into their daily routines.



Skills required

- Excellent communication and stakeholder management skills – able to influence, engage, and build strong relationships across all levels.
- Commercial mindset with a client-centric approach – understands market dynamics and how to create value for clients and the firm.
- Proven experience in designing and implementing business development strategies – with a track record of driving growth and measurable outcomes.
- Strong team player with a collaborative mindset – works effectively across teams, shares knowledge, and contributes to a positive and supportive work environment.
- Self-motivated, with the ability to inspire and drive others – fosters a high-performance BD culture.
- Results-driven, with experience working towards and exceeding targets – demonstrates resilience and a strategic approach to achieving success.



Melinda Hogan

Partner, Clients & Markets

What can you tell us about McGrathNicol's growth strategy and the mandate for this BD Director role?

McGrathNicol is a dynamic business that thrives on progress, with strong ambitions for continued growth and evolution. Our Restructuring practice is well established, with significant opportunities—both through a broader client base and international reach. Meanwhile, our Advisory business has substantial growth potential, offering a diverse range of services to the market. We are well-positioned for future success. The new BD Director will play a critical role in helping our Partners capitalise on market opportunities, driving growth through strategic BD coaching, influencing pitching, and enhancing client feedback initiatives.

Why is this an exciting time for a BD Director to join McGrathNicol?

This is a unique opportunity to step into a dynamic, ambitious firm and make a real impact—owning and driving business development forward. You'll work closely with the Clients & Markets Partner in a business that is evolving and committed to growth. With a mandate to lead and expand the BD function (currently a team of two) within the broader Clients & Markets team, you'll have the opportunity to shape and elevate BD strategy working directly with Partners.

What makes this role particularly exciting is the demand for it—our Partners are eager for greater BD support and are fully invested in the value this role can bring. As BD Director, you'll be stepping into an environment where your expertise will be highly valued, welcomed, and instrumental in empowering our Partners to succeed in their own BD efforts.

What can you tell us about the culture of McGrathNicol and the broader Client & Markets team?

Working at McGrathNicol, you're in great company. Our culture is strong and built on inclusivity, collaboration, and a shared commitment to excellence. We are a high-performing, technically skilled team that values working together toward common goals. While we have a strong work ethic, we also believe in celebrating our successes and fostering an enjoyable, supportive environment.

Our Partners and staff are approachable, engaged, and invested in the firm's future. With a young and forward-thinking Partner demographic, there is a strong focus on long-term growth and positioning for success. For many, the biggest reason they join—and stay—is the people.

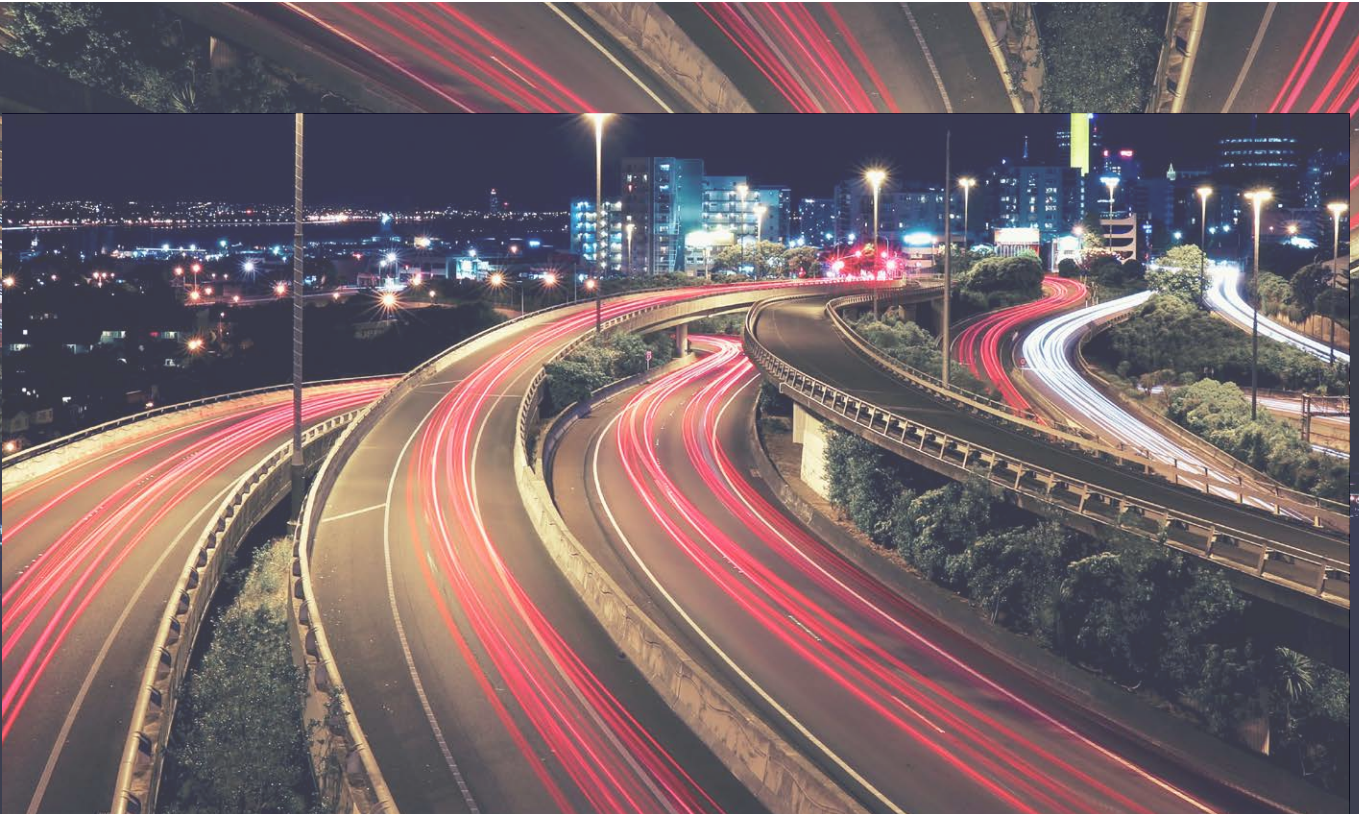
What qualities are you looking for in your BD Director?

We're seeking a BD Director with exceptional coaching skills—someone who thrives on working closely with Partners, equipping and enabling them to excel in their own BD efforts. To succeed in this role, the right person will bring energy, initiative, and strong influencing skills, combined with patience and commercial acumen.

A strong team player who enjoys collaborating within the broader Clients & Markets team will be a great cultural fit. We're also looking for someone who is self-motivated, impactful, and results-driven, with the ability to turn strategy into action and deliver meaningful outcomes.



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How to apply

McGrathNicol has recognised the strategic importance of this role and have invested in a talent search campaign with Seldon Rosser.

To express your interest in this opportunity please contact
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www.mcgrathnicol.com seldonrosser.com

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