

EMPLOYMENT OPPORTUNITY

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| Position Title | Director Business Development (Tsartlip Group of Companies) |
| Reports to | Chief Executive Officer |
| Wage | \$90,000 - \$110,000 per year plus bonus plan |
| Classification | permanent, full time |
| Location | 1 Boat Ramp Road Brentwood Bay, BC |
| Application Package | Resume, Cover Letter |
| Process | Email application package to Lori Fitzgerald, CPHR at hrgbc1704@gmail.com |
| Deadline | 4:00PM on Tuesday, June 25, 2024 |



The **Director of Business Development** is responsible for continuing to further build the business including development of new market initiatives, analysis of new markets and business opportunities. This position is key to the organization and presentation of results to the Chief Executive Officer are critical for decision making and the profit of the business.

The **Director of Business Development** is a new position and is part of the executive team.

Responsibilities

- Develops and initiates business development policies, objectives and initiatives;
- Tracks profit and financial trends of the industry, as compared to internal businesses;
- Develops and manages client relations with partners;
- Researches new and changing development trends;
- Develops comprehensive business development strategies to achieve long-term goals;
- Forges strategic partnerships with key industry players and potential clients and expand market presence;
- Analyzes market trends; identifies business opportunities, develop strategy for market campaigns;
- Manages budget; business development activities, allocate resources effectively, and maximize return on investment;
- Spearheads exploration and development of new models and help diversify portfolio and develop business streams;
- Recommends new opportunities for analysis by the CEO and the Executive Leadership Team (ELT);
- Strategic plan development of long-term growth strategies with foresights and industry insights;
- Completes investment policy for new opportunities and present results to CEO for decision on future steps;
- Demonstrates ethical leadership and business integrity;
- Executes departmental human resource related initiatives including staff selection, setting targets and personal goals, strategies and objectives, prioritizing work, ensuring proper training and mentoring, monitors performance, completing annual performance reviews and plans, encouraging employee professional development, discipline, and resolution of labour relations issues;
- Creates an environment where the business development team are able to understand and share the vision and aspirations of the TGoC;
- Provides guidance on attracting and developing key team members;
- Manages collaborative relationships and potential conflicts;
- Serves as a role model for other functions in the areas of transparency, quality, ethics, and innovation;
- Carries out any other activities or projects specified by the CEO.

Education and Experience

- Bachelor's degree in commerce, MBA or equivalent;
- Advanced education in business and partnership development;
- 7+ years of experience in business development and managing accounts, including 4+ years with a First Nation business;

- An equivalent combination of education and experience;
- Understand and develop joint venture and partnership development;
- Business growth strategies and market analysis including diverse business opportunities;
- Experience compiling and interpreting data, budgets and statistical analysis;
- Experience developing and preparing a variety of written reports, analysis, forecasting, presentations and other documentation in accordance with CEO directives or regulatory guidelines;
- Proven track record of partnership development and business growth;
- Clean criminal record check.

Preference may be given to persons of Aboriginal ancestry and/or having knowledge of the WSÁNEĆ culture and traditions.