



## Director of Business Development

### Why Us and this Job?

Do you want to help organizations and their employees be successful through with effective managers and leaders, improved organizational culture, engagement and performance, healthier teams, and better role and job fit? Then this is the right opportunity and company for you!

### Who We Are:

MCG Partners is a leadership and talent optimization firm aligning business and people strategy for maximum results. We are a woman-owned firm, specializing in executive coaching, leadership development and organizational effectiveness solutions to help businesses optimize success through the entire talent management lifecycle.

We have an exciting opportunity for someone to join our team who is ready to make a difference and passionate about great work. We work with organizations and companies of all sizes and in various industries who need help with their leadership and talent development and management.

At MCG Partners, we embrace a fun, hard-working, passionate, and action-oriented workplace culture while keeping our employees' careers and lives outside of work top-of-mind. If you function best in a client-focused, fast-paced environment where you're expected to think outside of the box and take action, you may be a great fit.

We are seeking an energetic, hardworking, influential professional who is a great listener and knows how to network and build relationships. This person will take a consultative approach to identify needs and bring in the right expertise to explore and finalize the most effective solution and approach. We provide a portfolio of services, including our certified partnership with the Predictive Index (PI), an award-winning talent optimization suite of solutions.

If you are interested and have the skill set, you could also take on account management, consulting and training responsibilities.

MCG is a company that welcomes diversity. With an entrepreneurial spirit, we want our team to be continuous learners, curious and looking at ways to grow and develop themselves. We offer a flexible work environment that respects people's lives, passions and interests. We are committed to our communities and giving back through company sponsored volunteer days and resources. In addition to a pay for performance culture, we offer a host of benefits including employer matched 401k, disability and life insurance, flexible spending account.

### KEY RESPONSIBILITIES:

- Seek out and build new business by networking and identifying organizations to target
- Use outbound phone calls, emails, social media interactions and technology platforms to generate new prospects and other prospects along the sales cycle
- Achieve and exceed quarterly and annual sales goals.
- Develop knowledge of products through internal training and collaboration with thought leadership
- Log, track and maintain prospect contact information
- Be able to perform scheduled repetitive processes for proper account penetration
- Collaborate with other MCG colleagues regarding prospect needs



Leadership and Talent Optimization



### **DESIRED EXPERIENCE:**

- Passion for leadership and talent optimization
- A strong desire to make a difference
- Up to 5+ years of experience representing HR or Recruiting solutions and/or services
- Experience using a consultative approach to build trust and credibility
- Ability to interact and communicate with individuals at all levels of the organization
- Superior client facing, phone and written communication skills
- Outstanding presentation skills and ability to make formal and informal presentation to prospects
- Ability to prioritize work assignments and shift work efforts based on the current needs or business goals
- Strong PC skills required, including use of standard MS Office applications; knowledge of Salesforce is a plus
- Ability to manage time effectively, work independently and be self-motivated
- Strong lead generation and follow-up skills

### **People most qualified for this role will be:**

- Passionate for leadership and talent optimization
- Motivated by an opportunity to make a difference
- Relationship driven – help to identify strategic relationships with internal team members and external prospects
- A learner, someone curious
- Energetic – we have a vibrant team, energy is required
- Hard working – we are growing– you MUST be willing to roll up your sleeves
- Fun – We work hard, and we like to have fun too – having fun is a must

This position is based in our office in Bridgewater, MA but we are flexible for a virtual home office. If you possess all-of-the-above, have a bachelor's degree (or equivalent) with 5+ years of experience doing the awesome stuff we just mentioned, MCG could be a great career move for you.

Please contact [chuck.mollor@mcgpartners.com](mailto:chuck.mollor@mcgpartners.com)

MCG Partners is an equal opportunity employer.