

MANAGING DIRECTOR – BUSINESS DEVELOPMENT, CHICAGO

POSITION DESCRIPTION

Company Description:

The Novo Group knows that the best organizations are powered by talent. We bring our top talent to help companies find theirs. Our Mission statement is simple: Novo provides a recruitment framework that helps companies grow through their most critical asset – their people.

We start with clients who understand the power that great employees have to grow their businesses and we connect them to the best candidates. Because every client is unique, our solutions vary but the results never do. Regardless of whether we are providing individual recruiting support, fully outsourced recruiting or outplacement, we deliver expertise, flexibility and the best value for our client's dollar. To do this, we match accomplished candidates with employers who appreciate their talent and experience. We treat every candidate with respect, communicating every step of the way to make the experience as rewarding as possible. We make this happen because we come together as a team, emphasizing hard work, integrity and communication with each other and our clients. In turn, we grow while energized by a workplace that celebrates our contributions and the success of our clients and candidates.

Position Summary:

The Managing Director, which is an account executive role, is tasked with prospecting and building awareness of Novo's services within their assigned territory, driving new business sales, handling referrals and working with the Novo team to build strong relationships within their territory. The MD will develop and propose strategic solutions plans and help to close business deals through collaboration with Client Services (our delivery group). When a talent acquisition or HR consulting solution is sold, the MD ensures successful relationship management transition to the delivery / operations teams for implementation and client services management to allow their focus to remain on new business development. MD's are incented primarily on the new clients they bring to Novo.

What Makes this a Great Opportunity:

- All employees are enabled to effect change and grow Novo's presence in the market
- Work with a sense of autonomy while in a team environment
- Novo is a fun, fast paced environment – new challenges every day
- Interface with C-level executives, network with the best in the industry
- Nurture a reputation as an industry leader and thought leader through visible engagements, blogging, and other marketing tools to support sales
- Unlimited growth and uncapped commission with the ability to create, propose and close true solutions for your clients
- The opportunity to be a strategic partner with every client
- Work for a firm that believes in treating its clients and candidates with honesty and integrity

Essential Responsibilities:

Responsibilities will include, but not be limited to:

- Prospecting / cold calling in an assigned territory
- Evaluate and drive the close of referral business as new leads are assigned
- Develop and implement account strategies which result in strong client relationship development and in the long run, revenue production
- Engage Client Services to define scope and objectives of projects, assist in closing and throughout engagements continue to develop and deliver optimal solutions to clients
- Partner with the Marketing team on strategic campaigns and engagements

For further information, contact:
Abbie Timmerman, Client Services Director, Senior
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- Conduct periodic status meetings with the client, involving the Client Services team
- Complete administrative tasks on a timely basis; forecasting and other data is key to our internal communication flow
- Develop territory and account specific revenue plans – “Road to Quota” concepts
- Share market intel with Novo team for education purposes
- Engage in strategic planning and goal setting

Travel Responsibilities:

- Local and regional market prospecting and client meetings on a weekly basis; overnight travel expected

Success Criteria:

Your success will be measured based on:

- Meeting or exceeding quota
- Working well in a team selling environment – excellent communication
- Ability to prospect, develop new business and grow existing accounts
- Positive client feedback via surveys and one-on-one meetings
- Positive ‘Novo Citizenship’ rating based on year end 360 Review feedback

Basic Qualifications

- 7 or more years of outside sales experience
- Experience selling services or in an environment with a complex sales process with recurring revenue; ideally in a recruiting/talent solutions company or HR services target industry
- Track record of consistently meeting and exceeding sales quotas
- Demonstrated selling success to Director level (or higher) decision makers
- Strategic thinker with experience being hands-on / tactical
- Believe in the Novo value proposition
- Excellent written and oral communication skills as this position represents Novo in the market

Experience Requirements / Desired Traits:

- Passion for business; ability to embrace the client relationship-based marketing concept to guide decisions and actions
- Entrepreneurial spirit: willingness to do “whatever it takes” to achieve desired results
- Commitment to professionalism and ethics; respect for every client and the confidentiality imbedded in the business
- Interpersonal skills - ability to interface easily with a diverse group of people
- Intuitive and creative problem solver - Resourceful and flexible thinker
- Strong communication, listening and persuasion skills – credible persona
- Ability to take initiative and meet or exceed tight timelines, attention to detail important
- Decisive personality - Ability to set priorities and take action

Educational Requirements:

Bachelor’s degree in Business, Marketing or related field

Compensation:

- Base Salary
- Annual Commission (Uncapped)

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Benefits:

- Health, Dental & Vision Insurance offered
- Life Insurance provided
- Disability available
- 401k available
- Flexible spending available
- Paid Time Off (PTO)
- Phone and travel reimbursements

Relocation:

- Complete relocation package IS NOT available
- Preference given to candidate residing a commutable distance of 30 miles of local Novo Office zip code

The Novo Group is an equal opportunity employer and recruitment services provider and does not unlawfully discriminate against any applicant or candidate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, or any other class protected by federal or state law.

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