Foundation Source

Job Title: **DIRECTOR of Business Development - N. Central, S. Central and Southeast**
Supervisor: **National Sales Executive**
Supervises: **N/A**
Position Type: **Exempt**
Location: **Fairfield, CT**
Date: **03/18/19**

Overview/Job Description:

We are seeking three dynamic and self-motivated individuals to become Directors on our sales team. The ideal candidate will be a strong team player with professional and confident face-to-face interpersonal skills as well as excellent phone skills. Candidates should be comfortable managing the entire sales process from initial outreach through contract negotiations. This includes creating sales opportunities by diligently prospecting into target accounts and effectively following up on marketing generated sales leads. They will be required to travel to their geography 2 times a month. As such, these individuals will need to be highly efficient and effective at managing their pipelines. They will be responsible for a revenue goal and will have all the resources at home office available to them to achieve those results.

New business is generated through marketing generated leads and self-sourced opportunities generated by the Director directly with foundation managers and wealthy individuals in the marketplace or through development of advisor relationships with wealth managers, bankers, attorneys, accountants and other centers of influence in the marketplace. In addition, Foundation Source maintains and develops a growing number of institutional partnerships with financial services firms, banks, brokerage houses, private banks, trust companies, wealth management firms, family offices, and other service providers in the market. Directors will leverage these partnerships for access to client advisors for the development and cultivation of new Foundation Source client relationships. The Director is part of a team of Directors, Managing and Senior Managing Directors, and Inside Sales team members who provide business development coverage to regions across the US.

Key Responsibilities / Objectives:

Directors are often the company's first point of contact with high net worth prospects, their advisors, and other referral sources and philanthropic players in the marketplace. Outstanding performance on the following parameters is critical to company success:

- Meet or exceed individual unit and revenue objectives
- Meet or exceed activity objectives, including networking, outbound calling, prospect meetings, building a deal pipeline, and attending financial, legal and philanthropic events.
- Participate in the development and support of team goals and strategies that meet or exceed team new client acquisition and revenue goals and objectives and advance Foundation Source's brand value and market share regionally
- Maintain visibility as the face of Foundation Source in high net worth and philanthropic circles in the marketplace through active networking, attendance at sponsored events, participating as speakers when and where appropriate, lead and follow up from online training and topical educational sessions directed at the Director's target markets, etc.

- Develop and manage relationships with the following key referral sources in the region:
    - Financial institutions and private wealth managers
    - Family and multi-family offices
    - Trust and estate attorneys
    - HNW (high net worth) individuals, clients and existing foundation prospects
    - Philanthropic advisors
    - Strategic partners
- Present and demonstrate Foundation Source service offering effectively to prospects, advisors and referral partners
- Follow-up on all leads generated through the Foundation Source lead generation marketing strategy and through Foundation Source partnerships; manage, move forward and report on pipeline opportunities
- Develop, present and update annual regional business plan

Required Daily/Weekly Activities:

- Outbound calling, meeting and emailing to introduce the service to new prospects and advisors.
    - 10-15 meetings per week
- Actively engage with the high net worth community at philanthropic and financial services events, fundraisers and personal networking
- Ongoing relationship management and follow-up with referral sources and opportunities
- High activity levels:
    - Financial partner meetings: the objective is to develop relationships deep in the ranks of partner organizations (PWM, Broker, FA's, clients, bank branches, etc.).
    - Foundation and HNW prospect meetings
- Ongoing opportunity management to meet pipeline quotas; lead and prospect tracking
- Collaboration and partnership with other Director's, MDs, Inside Sales and other staff members to maximize development and closing of new business opportunities
- Meticulous follow up on all prospects
- Enter sales activity accurately, timely, thoroughly and professionally into Salesforce.com or other tools as determined or updated by Foundation Source.
- Coordinate/present at events both regional and national
- Participation of co-marketing presentations with partners and non-partners
- Participate in client handoff and follow up during on boarding process to ensure a smooth transition to Foundation Source.

Measures of Success:

- Number of foundation relationships established and funded per quarter /annually
- Run rate revenue generated through new relationships established per quarter/annually
- Activity levels with high prospect partners and referral sources
- Success in leveraging company-generated leads and following qualified leads to fruition

Key Competencies:

- Highly motivated self-starter with a demonstrated ability to source and close deals without daily supervision and outside of a structured corporate/company office or environment.

- A proven track record of successful sales experience, ideally serving the HNW market or financial services industry (as measured by rank in the sales force or performance against sales quota).
- Domain knowledge and experience in the financial services industry; philanthropy/private foundation experience essential
- Business acumen: strong working knowledge of business and finance
- Willingness to network after-hours and attend night-time events.
- Time and territory management skills. Candidates should be adept at sifting leads and prospects quickly for true sales potential. Must have strategic ability to manage all aspects of the sales process, and knowledge of when to utilize key resources and company personnel
- Strong networking and relationship building /maintenance skills. This is a relationship driven business. Networking skills and likeability are critical.

Personal Traits/Strengths:

- Excellent verbal and written communication skills, thoughtful listening and questioning skills
- Drive: Candidates must be polished and professional, yet driven in their efforts to succeed and excel highly motivated financially with strong entrepreneurial skills.
- Hunters, not farmers – must be tenacious and aggressive in attacking all channels and market segments and willing to undertake high volume cold calling activity with aggressive follow-through
- Customer-centered listening to ensure accurate needs assessment Comfortable interacting with high level wealth managers and the ultra-wealthy
- Image: poised, polished and professional; confident and commanding executive presence.
- Personal discipline: Motivated self-starters with a "can do" attitude who will initiate and take charge intuitively
- Able to deflect substantial business rejection and carry on in stride with confidence
- Doesn't intimidate easily and is able to integrate with and sell to high level wealth managers and the ultra-wealthy.
- High confidence / low ego
- Excellent listening and questioning skills.
- Ability to manage multiple functions simultaneously and work in a fast-paced, constantly changing environment.
- Ability to work independently and also participate and contribute as a member of a team.

Experience and Education:

- BS / BA degree required, MBA a plus
- A minimum of 5 years successful sales experience ideally serving the HNW market or financial services industry.
- Consistent successful personal sales track record, as measured by rank in the sales force (top 15%) or performance against sales quota (met or exceeded)
- B2B outsourced services sales experience will also be considered.
- Experience should include formal sales training and indicate a proven track record
- Business acumen – candidates should understand business and financial transactions
- Experience with Salesforce.com a plus
- Experience working with wealth management and financial professionals, as well as familiarity with the tools and techniques of philanthropy is preferred

Additional Considerations/Work Environment:

- Candidates may work from satellite home offices and should be accustomed to doing so
- Able to travel up to 50% of the time
- Able to network in the evenings and attend night-time events as needed

About Foundation Source

Foundation Source is America's leading provider of support services for private foundations—from set-up and administration to high-level philanthropic advisory services. The company's full suite of back-office, online, and advisory services helps its foundation clients ease the administrative burden, engage board and family members, and deliver greater social impact.

Foundation Source's client base of foundations created and operated by high-net-worth and ultra-high-net-worth individuals and families has grown significantly over the years due to its innovative product offering and strong focus on philanthropy within the market. Today, Foundation Source serves over 1,500 private foundations nationally representing almost $14 billion in assets under administration. The company is headquartered in Fairfield, CT.

NOTE

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.
The company is an Equal Opportunity Employer, drug free workplace, and complies with ADA regulations as applicable.