

Job Description & Person Specification



Job Title	Business Development Consultant
Division/Location	Norse Group Support Services
Reporting to	Group Business Development Director
Weekly Hours	37
Grade/Salary	£42,867.31

Job Description

The Role:

As a member of the Business Development team, you will engage with new clients in the public sector to understand their unique needs and challenges, promoting Norse Group's experience and expertise within the services potentially required.

Reporting to the Group Business Development Director, you will be responsible for supporting the growth of Norse Consulting's portfolio of new and existing clients, carefully nurturing opportunities through the sales cycle, building long-term business relationships with those clients and with colleagues across the wider Norse Group.

Main Responsibilities:

- Building and deepening executive relationships with new clients, influencing long-term strategic direction, and serving as a business partner.
- Negotiating and managing entire sales-cycles, often presenting to C-level executives in the public sector, particularly within Local Government.
- Leading account strategy in generating and developing business growth opportunities with new clients, working collaboratively with Group colleagues deepening our client relationship.
- Actively understanding each client's footprint, strategic growth plans and business drivers, corporate strategy, and landscape.
- Driving business development, forecasting accurately, and achieving strategic goals and objectives by leading clients through the entire business cycle.
- Implementing and executing Norse Consulting's client acquisition strategy to target service line, and revenue growth with new clients.
- Promoting the professional and technical services consultancy businesses within Norse Consulting, and broader partnership solution to clients within the company's target market sectors.
- Proactively sourcing opportunities for the Group to secure new clients and business or wider opportunities for the wider Group.
- Maintaining awareness of market trends, service line innovation, and Norse capabilities making sure tailored, and innovation led solutions can be provided to clients.
- Working with the digital marketing function monitoring audience behaviour within the Norse digital eco-system proactively targeting leads for new business growth.
- Designing and implementing proposals, and solutions that support order bump, and recommended services for clients.
- Preparing proposal documents for clients documenting the Norse Consulting offer and providing a service solution for them.

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- Promoting Norse by attending industry events, exhibitions, and other networking opportunities.

Other Duties

The duties listed are not exhaustive and may be varied therefore the post holder will be expected to undertake other duties as appropriate to the role and as requested by his/her line manager, including:

- Performing duties appropriate to the grade of the post, including occasional travel to other offices as required.
- Promoting continuous improvement and delivering demonstrable high-quality products and services which embrace quality standards.
- Demonstrating personal commitment to the Norse Way CSR Strategy.

Person Specification			
Category	Requirement	Essential or Desirable	Assessment Method Application Form (AF) Interview (I) Test(T)
Qualifications/ Knowledge/ Training	Relevant degree or equivalent qualifications.	Essential	AF/I
	Knowledge of the solution selling, and the use and application of sales processes, including CRM (Salesforce), and techniques to achieve sales growth.	Essential	AF/I
	Knowledgeable of client attraction strategies, and implementation of proven techniques to secure sales growth.	Essential	AF/I
Experience	Experience in Business/Sales development, solution selling, and client engagement with demonstrable results in professional/technical built environment in the public sector (and Local Government in particular).	Essential	AF/I
	Experience of working within a proactive, pressurised sales environment, goal driven, and objectives focussed.	Essential	AF/I
	Proven experience managing successful sales projects, which result in client capture whilst leading, planning, and prioritising busy workloads and competing pressures.	Essential	AF/I

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	Experience creating compelling sales proposal documents.	Essential	AF/I
Skills/Abilities	Excellent leadership skills with the ability to lead and motivate others, encouraging personal development and employee wellbeing, while maintaining performance levels.	Essential	AF/I
	Ability to work under pressure, meet tight deadlines and to apply a flexible approach to prioritising a diverse workload.	Essential	AF/I
	Excellent communication and interpersonal skills with the ability to develop and maintain positive working relationships with C-Suite Executives and stakeholders at all levels.	Essential	AF/I
	Innovative and creative approach, with the confidence to challenge and to bring fresh and effective ideas and ways of working.	Essential	AF/I
	Strong organisational and project management skills demonstrating creativity and professionalism with diligence.	Essential	AF/I
Other Requirements	Full UK Driving Licence to meet travel requirements of the role.	Essential	AF/I

General
<p>Job descriptions are accurate at the time of compilation but are open to change and therefore will be subject to regular review.</p> <p>It is the individual's responsibility to take reasonable care for the Health, Safety and Welfare of themselves and others in accordance with the Health & Safety at Work Act (1974) and associated Company policy and procedures.</p> <p>The individual is required at all times to comply with the provisions of the Data Protection Act 2018 (DPA) and the General Data Protection Regulation (GDPR) and with any policy introduced by the Company to comply with the Acts.</p> <p>We are committed to employment practices and behaviours which encourage diversity, promote equality of treatment, and eliminate unlawful and or unfair discrimination.</p>

Our Values

You will be expected to promote and adhere to the workplace values of our organisation:

Quality – We strive to deliver outstanding quality and make business excellence the standard by which we measure ourselves.

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Innovation – We embrace new ideas and have the courage to be creative, so our services are delivered in the most effective and safe way possible.

Respect – We value everyone as an individual . We respect their rights, life choices and the personal contribution they make to our business success.

Trust – We want to be a trusted provider, partner, and employer, recognising that to do so, our word must be our bond. If we say we will do something, we do it

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