



JOB DESCRIPTION

ESS Executive - Business Development Director

Engagement Model: Project-Based | Contract-Based | Advisory Opportunities | Training Assignments | Executive Placements

Location: Global | USA | Vietnam

About the Opportunity

We are seeking an experienced and results-driven ESS Executive - Business Development Director to lead strategic growth initiatives and drive revenue expansion across domestic and international markets.

This role is designed for senior business leaders who possess strong commercial acumen, exceptional relationship-building capabilities, and a proven track record of identifying and capturing new business opportunities. The successful candidate will play a critical role in shaping growth strategies, building strategic partnerships, and expanding market presence.

Whether within consulting, professional services, technology, manufacturing, education, or other industries, this position offers the opportunity to work closely with executive leadership and contribute directly to business growth and long-term organizational success.

Key Responsibilities Strategic

Business Growth

- Develop and execute business development strategies aligned with organizational objectives.
- Identify new market opportunities, emerging trends, and potential revenue streams.
- Create and manage growth plans that support both short-term targets and long-term expansion.

Partnership & Relationship Management

- Build and maintain relationships with key clients, strategic partners, and industry stakeholders.
- Establish alliances that create mutual value and support business objectives.



- Strengthen the organization's market position through high-value collaborations.

Sales & Commercial Leadership

- Lead the full business development lifecycle from prospecting to contract execution.
- Identify, qualify, and pursue strategic business opportunities.
- Conduct negotiations and manage complex sales discussions with senior decision-makers.

Market Expansion

- Analyze market dynamics, competitive landscapes, and customer needs.
- Identify opportunities for expansion into new industries, regions, and customer segments.
- Support market entry and growth initiatives in domestic and international markets.

Cross-Functional Collaboration

- Partner with operations, delivery, consulting, marketing, and executive teams to ensure successful project execution.
- Facilitate smooth transition from business acquisition to project delivery.
- Align commercial commitments with operational capabilities.

Executive Representation

- Represent the organization at conferences, networking events, industry forums, and executive meetings.
- Build brand awareness and strengthen relationships within target markets.
- Act as a trusted advisor to clients and stakeholders.

Qualifications

Education

- Bachelor's degree in Business Administration, Marketing, Economics, International Business, or a related field.
- MBA or advanced business qualification is preferred.

Professional Experience

- Minimum 10 years of experience in business development, sales leadership, strategic partnerships, consulting, or related commercial functions.



- Proven track record of generating revenue growth and securing high-value business opportunities.
- Experience working with executive stakeholders, business owners, or C-level decision-makers.

Business & Commercial Skills

- Strong understanding of business strategy, sales management, and partnership development.
- Experience managing complex sales cycles and enterprise-level engagements.
- Ability to develop and execute go-to-market strategies.

Leadership Competencies

- Strong leadership and stakeholder management capabilities.
- Ability to influence, negotiate, and build trust with senior executives.
- Demonstrated success leading cross-functional initiatives and strategic projects.

Communication Skills

- Exceptional presentation, negotiation, and communication skills.
- Ability to engage effectively across different cultures, industries, and geographic regions.

Analytical Thinking

- Strong commercial and financial acumen.
- Ability to interpret market data and translate insights into actionable business strategies.

Preferred Qualifications

- Experience in consulting, professional services, executive search, technology, manufacturing, education, healthcare, or international business environments.
- Established professional network within target industries.
- Experience working across multiple countries or regions.
- Familiarity with CRM systems, sales performance metrics, and business intelligence tools.

Why Explore This Opportunity

- Executive-level leadership exposure.
- Opportunity to influence business strategy and organizational growth.
- Access to regional and international business opportunities.



- Competitive compensation aligned with experience and performance.
- Engagement with high-growth organizations and transformational initiatives.

Interested?

Submit your profile to be considered for this opportunity and other senior leadership positions within our executive talent network.

The Right Talent. The Right Leadership. The Right Future.