



Senior Vice President of Business Development, New England Region Bench International

Bench International is conducting an internal search for a Senior Vice President of Business Development and Recruitment in the New England region. This is a remote position working directly for Bench International, and will report to Bench’s Chief Executive Officer, while closely collaborating with Bench’s executive leadership team.

Our Company:

Bench International (“Bench”) is a global, retained executive search firm with offices on the West and East Coasts of the U.S., and European headquarters in the UK and Switzerland. For nearly 50 years, Bench has cultivated leaders in service to life science industries, one client at a time.

Bench is relentlessly client-focused, and has pioneered milestone and accountability-based fee structures to align the Firm’s business with quantitative performance metrics based on the long-term value and success of their candidates. Bench’s Founder, Chairman and Chief Executive Officer, Denise (DeeDee) DeMan, built Bench from a single-person executive search and advisory firm to a global, retained firm with unwavering commitment to, “One Global Team, One Budget, No Borders, No Boundaries,” mitigating any internal competition and thus providing Bench’s clients with Best in Class “Athletes” who bring them closer to changing the course of diseases. With an indefatigable, pioneering and entrepreneurial spirit, Ms. DeMan has taken Bench from its founding in 1974 to its eminence today as one of the most successful companies “shattering” diversity ceilings, bringing women, people of color, as well as those who “think” and “do” differently to leadership roles in life science companies. In 2009, Ms. DeMan was the first executive recruiter to be named “1 of the Top 100 Most Inspiring Leaders” by PharmaVOICE Magazine, and is a Hall of Fame Inductee of the National Association of Women Business Owners (NAWBO).

Bench’s global team works across the entire value chain recruiting senior-level executives (VP levels and up), from R&D through commercialization, including Chief Executive Officer and General Management roles, C-Suite Leadership, Clinical Research & Development, Medical Affairs, Regulatory Affairs, Manufacturing and Technical Operations, Sales and Marketing, etc. Bench also provides leadership services designed to ensure their client’s success, such as “Gap Analysis” services, where Bench defines both imminent and future human capital needs, and then acts as the client’s partner to identify and recruit well-established leaders who will bring substantive value and complementary skillsets to their existing teams. Additionally, Bench recruits Board Directors and also provides unique, customized, client-centric corporate and board strategic advisory services, such as Bench’s confidential and proprietary Board Diagnostic Assessments. Executive coaching, particularly in the area of supporting women leaders in achieving their leadership goals and securing Board positions, is another Bench offering.

On June 23, 2022 Bench announced the launch of its Digitization of Healthcare Technology practice. Bench International’s Technology Team (BITT) is comprised of seasoned life sciences recruitment executives, supported by thought leaders of digital healthcare who provide market and strategic insights on the digitization of life sciences and healthcare and its impact on C-suite and Board talent. BITT was created to meet a rapidly growing demand for technology expertise within life sciences organizations.

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Most recently in January 2024, Bench announced a strategic alliance with Ashton Tweed, which will amplify the ability to provide an unparalleled range of services to valued clients and candidates alike. Ashton Tweed is a pioneer in the concept of interim talent for the life science industry, providing highly qualified executives “just in time” to address urgent business needs. Ashton Tweed is also adept at placing life science candidates below the Vice President level. With the addition of these new business offerings, Bench is positioned for extensive growth in 2024 and beyond.

Role/Responsibilities:

Reporting to the CEO, the Senior Vice President of Business Development and Recruitment will be a dynamic business development leader possessing the skills and experience necessary to guide all facets of the Company’s business development efforts in the New England region. S/he will be expected to pinpoint and develop a pipeline of new partnership opportunities designed to drive revenue and business expansion, and ensure that relationships with key partners are maintained to maximize value for both parties.

The first priority for the Senior Vice President of Business Development will be cultivating prospects and strengthening existing client relationships in the region, with the objective of establishing new executive search opportunities with new clients in the life science and digital health sectors. The incumbent will also serve as a resource/consultant to our clients on matters pertaining to the employment market, hiring forecasts, and bench market data from those in similar regions.

Additionally representative responsibilities will include, but not necessarily be limited to, the following:

- Serve as a primary external face of the Company leading the development and negotiation of outside client partnerships in New England.
- Play a pivotal role in sourcing and executing transactions to contribute to the Company’s growth through partnerships.
- Possess a deep understanding of the regional marketplace and competitor offerings.
- Develop and maintain a business development pipeline of new and potential clients in the New England life sciences sector. This includes assessing the validity of identified opportunities.
- Drive the identification and assessment of potential business opportunities utilizing market research, business intelligence, and competitive and scientific analysis.
- Originate and lead business development strategy ensuring alignment with corporate strategy and goals.
- Lead virtual and in-person client presentations, proposal development and follow-up.
- Responsible for production of targeted solution narratives germane to client problem statements.
- Engage prospective clients and work with the Bench leadership team to generate client proposals that effectively communicate relevant capabilities and value propositions.
- Establish, maintain, and track self-generated quarterly business development targets, illustrating actions, success and opportunities.
- Coach, assist, and guide clients in bringing focus to their specific needs as it relates to filling critical positions in their organizations.
- Serve as an ambassador for Bench by attending events, forums, and business exchanges where thought-leading HR and Diversity leaders might attend and/or participate.

Qualifications & Experience:

- Bachelor's Degree required, in business or science, or similar relevant field; advanced degree is desirable.
- Minimum 10 years' experience in the pharmaceutical, life sciences or related industry, working with senior level decision makers, with at least 5+ years in Business Development, including both deal generation and execution.
- Established network of contacts in the New England region with key biotechnology and pharmaceutical companies, academic institutions, and the VC community.
- Deep knowledge of the executive search sector and retained search business across life sciences.
- Experience having successfully led client relationships and business development initiatives within a retained search recruiting environment.
- Successful track record in business development within the pharmaceutical or biotechnology industry, including new client generation and a demonstrated ability to execute new client partnerships at the executive levels (VP and above).
- Possess a keen understanding of the employment market within New England, with a pulse on national hiring, and familiarity with the leading economic indicators that drive executive search hiring trends.
- Reputation as an excellent transactions partner, a collaborative leader, thought partner and "closer."
- Analytical, logical and systematic approach to problem solving. Highly credible and possessing demonstrable "presence" and keen influencing skills, as well as being a powerful negotiator who enjoys taking ownership and driving results. Decisive.
- Detail-oriented, self-motivated and self-directed.
- Able to manage time, prioritize with follow ups and meet deadlines in a fast-paced environment.
- Superior Client Service Excellence required - highly responsive with strong client-orientation and candidate care.
- Possess good business acumen and professionalism. Able to comfortably engage, communicate, and present key messages in select environments.
- High emotional intelligence and political savvy.
- Ability to build working relations throughout the organization, with business partners and with external stakeholders to achieve Company goals.
- Global mind-set and cultural fluency.
- Demonstrated ability to identify, prioritize and resolve key project and partnership issues.
- Exemplary communication skills; a clear, complete and transparent communicator who is articulate, confident and enthusiastic. Possessing the ability to efficiently and cohesively communicate both orally and in writing. Ability to be persuasive and diplomatic at the highest levels across functions globally. Demonstrated ability to adapt personal style to a given audience.
- Willing to listen effectively to accomplish shared goals.
- Forward thinking, innovative and creative, with a focus on continuous improvement.
- Situational Adaptability - adapting approach and demeanor in real time to match shifting demands.
- Ability to stay calm under pressure.

For full confidential information, contact:

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