

**President of Business Development, New England Region
Bench International**

Bench International is conducting a search for a President of Business Development based in the New England region to join the internal Bench team. This is a remote position and will report directly to Bench’s Chairman and Chief Executive Officer, while working in close collaboration with Bench’s executive leadership team.

Our Company:

For over 50 years, Bench International has been the longest-serving woman-founded executive search and leadership advisory firm in the global life sciences industry. We build transformative boards and executive teams and help R&D and business leaders drive innovation and sustained success. Our results include more than \$173.5 billion in client exits, a 98% project completion rate, and 75% placement retention beyond five years.

Beyond executive search, Bench provides integrated board and leadership services, including board assessments, director recruitment, compensation benchmarking, Talent Mapping, and Gap Analysis. We also offer Bench On Demand, delivering interim and fractional leadership to help organizations scale strategically. Bench pioneered milestone- and accountability-based fee structures aligned to long-term client outcomes.

Founded by Denise (DeeDee) DeMan in 1974, Bench operates as One Global Team, One Budget, No Borders, No Boundaries, eliminating internal competition and ensuring clients access the firm’s best leadership talent worldwide. Our global team works across the full life sciences value chain, from R&D through commercialization, recruiting CEOs, C-suite leaders, and functional executives while advising on leadership strategy and governance. The Right Leader Means Everything.®

Role/Responsibilities:

Reporting to the CEO, the President of Business Development will be a strong corporate strategy and business development leader possessing the skill, experience, and regional network to guide all facets of the Company’s business development organization, including identifying and executing partnering activity. S/he will 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 President of Business Development will be cultivating new prospects and strengthening existing client relationships with the objective of establishing new executive search opportunities. 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 industries.

Global Headquarters

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Boston Location

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14th Floor
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East Coast Headquarters

100 Park Avenue,
16th Floor
New York, NY 10016
☎ +1 212-372-8900

UK Headquarters

16 Upper Woburn Place
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☎ +44 2075 448 471

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.

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 in 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.