

Group Business Development Manager

Job Title	Group Business Development Manager	Department	Stakeholder & Market Engagement
Reporting To	Managing Director	Document Use	Recruitment, Appraisal, Training

Role Purpose

To lead the Group's business development agenda by identifying and converting growth opportunities, building strategic partnerships, strengthening commercial pipeline management, and guiding market-facing initiatives that expand revenue, market presence and strategic relationships across the Group.

1. Strategic Contribution

- Drive revenue growth and strategic expansion through a disciplined business development pipeline.
- Build and manage external partnerships, client relationships and strategic opportunities that enhance the Group's market position.
- Translate market intelligence into commercial actions, proposals and new business opportunities.
- Provide oversight of marketing and communications execution to ensure alignment with commercial priorities and corporate positioning.

2. Key Accountabilities

Key Result Area	Core Responsibilities
Business Development Strategy & Pipeline Management	Lead the identification, qualification and development of business opportunities across the Group; maintain a structured pipeline of prospects, partnerships, proposals and priority opportunities aligned to strategic objectives.
Strategic Partnerships & Relationship Management	Build, manage and deepen relationships with key clients, partners, investors, institutions and other stakeholders to support new business generation, collaboration and market access.
Proposal Development & Commercial Conversion	Lead the preparation, coordination and quality review of proposals, pitch materials, business cases and opportunity responses; drive follow-through on conversion efforts and commercial negotiations.
Market Intelligence & Opportunity Identification	Monitor market trends, sector developments, competitor activity and emerging opportunities; translate market insights into actionable recommendations for growth, positioning and commercial entry.
Revenue Growth & Business Expansion Support	Support the development and execution of initiatives that increase revenue streams, strengthen the Group's commercial footprint and improve opportunity conversion across existing and new markets.

Key Result Area	Core Responsibilities
Oversight of Marketing & Communications	Provide direction to the Marketing & Communications Officer to ensure campaigns, branding, stakeholder communications and promotional activities support the Group's business development objectives and corporate image.
Reporting, Coordination & Continuous Improvement	Track business development performance, pipeline progression, conversion trends and partnership outcomes; prepare management updates and strengthen business development processes, tools and disciplines.

3. Qualifications, Experience and Competencies

Education

- Master's degree in Business Administration, Marketing, Economics, Finance or a related field.
- Professional qualification in business development, sales, marketing or strategy would be an advantage.

Experience

- Minimum 7–10 years of relevant experience in business development, commercial strategy, partnerships, client engagement or related growth-focused roles, including managerial responsibility in the financial services sector.
- Experience in commercial negotiations and stakeholder engagement within a structured organisation would be a strong advantage.

Technical Competencies

- In-depth knowledge of fund management, private equity financing and financial products
- Business development strategy and pipeline management.
- Partnership building and stakeholder relationship management.
- Proposal development, pitch support and opportunity conversion.
- Market analysis, commercial positioning and revenue growth planning.
- Cross-functional coordination of marketing and communications activities.
- Management reporting and performance tracking.

Behavioural and Professional Competencies

- Strong commercial acumen and opportunity orientation.
- Excellent networking, relationship-building and influencing skills.
- Ability to convert market insight into commercial action.
- Strong presentation, coordination and negotiation capability.
- High ownership, resilience and results focus.

4. Key Performance Indicators

Performance Area	Illustrative Measures
Business Development Pipeline	Quality and value of pipeline opportunities; pipeline progression; conversion readiness of priority prospects.
Revenue & Opportunity Conversion	Conversion of targeted opportunities; contribution to revenue growth and new business generation.

Performance Area	Illustrative Measures
Partnerships & Stakeholder Engagement	Strength and quality of strategic relationships; number and value of partnership opportunities advanced.
Proposal Effectiveness	Timeliness, quality and competitiveness of proposals, business cases and commercial submissions.
Market Intelligence & Growth Support	Usefulness of market insights and recommendations supporting expansion, positioning and commercial decisions.
Marketing Oversight	Alignment of marketing and communications outputs with business development priorities and brand positioning.

5. Additional Requirements

- Flexibility to support/attend activities outside standard office hours when required.
- Willingness to support SIC Groupwide initiatives and changing business needs.

6. Document Control

Prepared / Reviewed By	Approved By
Name: _____ Title: _____ Date: _____	Name: _____ Title: _____ Date: _____