

POSITION SPECIFICATION
M2H PARTNERS
“Helping Companies Thrive Through People”
RETAINED EXECUTIVE SEARCH FIRM
WWW.M2HPARTNERS.COM



COMPANY : STRAUB CONSTRUCTION COMPANY, INC.

POSITION TITLE : BUSINESS DEVELOPMENT

REPORTS TO : OWNER

SCOPE: \$55M - \$65M; 45 EMPLOYEES; IMMEDIATE REGION FOCUS

LOCATION : KANSAS CITY METRO

www.straubconstruction.com

THE COMPANY

Our client, Straub Construction Company is a family owned and operated, award winning commercial general contractor specializing in corporate, higher education, K-12 education, historic renovation, multifamily, religious, senior living and other specialty construction projects.

Their project diversity and commitment to quality has allowed them to exceed client needs and expectations year after year. Services include general contracting, construction management, design build and pre-construction services.

For over 95 years, Straub Construction has served the construction industry with the same reliable, ethical, award winning service that has made them Kansas City's most trusted contractor. Now That's Sustainability! Learn more at www.straubconstruction.com and to get a better sense for their people and culture read their Blogs [HERE](#)

THE OPPORTUNITY

If you value and live the core values of honesty, integrity, work ethic, respect and accountability in a true family oriented environment then we want to talk with you about leading the **Business Development** function for Straub Construction. We are seeking a professional **Business Development** manager who can hit the ground running and help to further establish Straub as one of the preeminent general contractors in the region.

ESSENTIAL FUNCTIONS

Continually identifies builds and develops new client business within our vertical markets by pursuing business opportunities with strategic targets in key industries and cultivating relationships with existing clients. Delivers compelling calls and presentations to introduce Straub Constructions core capabilities and value proposition. Negotiates and communicates complex concepts/business issues to a variety of audiences.

Identifies and evaluates new markets and partnership opportunities through direct prospecting, networking, attendance and participation with various industry and professional groups and networking associations.

Oversees all aspects of the sales process within our vertical markets, including development of opportunity-specific sales strategy, selection of pursuit teams and "quarterbacking" the entire sales process until the final close of the construction project.

Defines, tests, refines and implements strategic plans to successfully achieve opportunities within the vertical market segment. These activities include primary research, industry, market and competitive analysis, and customer needs assessment. Ensures strategic objectives of the vertical market segment are well understood and executed by the pursuit team.

Provides expertise and direction for the day to day management of bid packages in the development pipeline. Provides client specific opportunity assessment, market evaluation, market research, financial evaluation, and other marketing needs required throughout the proposal preparation and delivery process. Incorporates customer needs and input/feedback from both internal and external groups.

Partners in conjunction with the marketing team to create effective marketing strategies to win in the marketplace, including market segmentation, value proposition development, technology positioning, pricing strategy, branding strategy, channel strategy and communications strategy development.

Motivates others and provides leadership to accomplish team goals without having direct authority over team members.

Prudently manages resources within budgetary guidelines according to company policy and within ethical corporate governance guidelines.

Demonstrates positively the Straub Construction mission, vision, value statements, reputation, code of ethics, standards, policies and procedures internally and throughout the marketplace.

JOB REQUIREMENTS

- Bachelor's degree in Business, Marketing, Economics or related discipline required.
- 10 years substantial and broad business experience in Business Development and/or Account Management with at least 3-5 years demonstrated success in selling and developing new business with revenues ranging from \$5 million to over \$100 million.
- Demonstrated experience leading complex sales processes that involve multiple team members and multiple decision makers (primarily C-suite decision makers).
- Demonstrated network of COI's (Centers of Influence) to include developers, owners, owners representatives, architects, engineers and other professional services relationships that could be leveraged to create business opportunities.
- Subject matter expert in at least one vertical market: Healthcare, Education, Corporate/Office, Municipal, or Historical Renovation a must. Must be versatile to rotate to other vertical markets as business needs dictate.
- Demonstrated ability to successfully expand new business and grow existing business within a vertical market.
- Engaging and highly effective interpersonal, communication and presentation skills that cultivate and grow lasting business relationships both internally and externally.

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- Highly collaborative leadership style with the ability to respond quickly and effectively to ever-changing situations. Must possess the ability to coach, mentor and lead a diverse staff to deliver best in class services to our clients.
- Exhibit strong business acumen, skills and maturity and the ability to work effectively with others.
- Highly developed organizational and planning skills, time management skills and written/oral communications skills.
- Experience building strategic marketing programs/concepts, and selling the strategic programs to Sr. Executives.

OTHER PREFERRED QUALIFICATIONS

- Active network of C-level contacts in assigned geography
- Demonstrated community involvement and activity with industry associations, civic and/or trade association groups
- Significant management experience and strategy development/account management within a construction firm is a significant plus.

*All candidate referrals will be held in the strictest confidence.
Please send resume and contact:*

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CELEBRATING 36 YEARS IN EXECUTIVE SEARCH
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CONSULTANTS TO MANAGEMENT IN EXECUTIVE SEARCH
MORE THAN 1600 RETAINED SEARCHES COMPLETED

