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| **Role title:** | Corporate Business Development Director  | **Responsible to:** | Executive Director – Business Development and Engagement |
| **Division:** | Business Development and Engagement | **Department:** | Business Development and Engagement |
| **Direct Reports and Level:** | None | **Scope:** | Global |
| **Scale:** | 0 People£xxx Budget£xxx income |
| **Regulated Function(s) Held:** | Yes/No |
| **Evaluation Level** | Translate | **Role Family** | N/A |

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| **Overall Role Purpose** |
| To develop and deliver MPS’ Corporate Insurance strategy, leading all aspects of sales and distribution to ensure MPS Healthcare Protection achieves its aspirations for global sales and income. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Strategic Leadership** * Provide leadership across the corporate insurance division to deliver on the overall corporate strategy, business performance and operational and regulatory targets.
* Lead the development and delivery of the MPS B2B insurance distribution strategy, working in close collaboration with MPS internal teams and third parties.
* Establish the MPS brand and value proposition in a new and growing sector of the market, leveraging existing network, experience and expertise
* Ensure an effective and efficient operation of business development, sales and underwriting process models in line with the strategic vision to build a regulated Corporate Insurance offering.
* Represent MPS and its brand at senior level at events to key clients and stakeholders.
 | * Financial sustainability Vs plan
* Financial performance Vs plan
* BD&E Strategic priorities Vs plan
* BD&E Leadership index
* Stakeholder feedback
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| **Financial*** Lead the MPS B2B insurance distribution strategy - setting and delivery of operational budgets, ensuring an efficient and effective operating model which and ensures long-term value-creation across all market segments without compromising the member experience.
* Ensure effective resourcing and processes to ensure the growth of B2B sales.
* Ensure defined income targets are achieved across all regions, supporting MPS financial growth.
* Provide direction to the global sales planning cycle and the alignment of activity and projections with the MPS budgeting timeline.
* Work closely with MPS’ UK and international networks and leverage Lloyds’ global reach, expertise and market profile to identify prospects, relationships, and BD opportunities for profitable account development of specialist Medical Malpractice insurance and or the range of B2B products and services.
* Build and deliver sales and marketing plans to drive revenue streams and business relationships, establishing long-term value-creation across all geographies and products.
* Provide direction to capitalise on sales of various channel-to-market strategies for both winning new business and retention of members through the member lifecycle.
 | * Income Vs plan
* Cost of sales Vs plan
* Operational budget Vs Plan
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| **Member*** Support the stakeholder management of third parties including Everest Insurance, Lloyd’s third-party managing agency Asta and the Corporation of Lloyd’s.
* Achieve targets identifying and developing business development opportunities and building capability over time, to maximise revenue and long-term value creation globally, in the corporate healthcare market.

Establish a culture and capability in Lean / continuous improvement to drive operational efficiency and great member experiences and outcomesUse Member Experience insight to inspire strategy and ensure that members are at the heart of all plansEngage with the wider MPS team and its members to develop new and innovative products to meet the demands of B2B, private healthcare organisations Be a brand ambassador for MPS, building brand reputation for new and existing clients, stakeholders and prospects.  | * Stakeholder feedback
* Member numbers Vs plan
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| **People**Support the development of a team in insurance and salesWork as part of the matrix management team – working together to achieve growth targetsProvide strong leadership to ensure the training, competence, performance and engagement of all colleagues, ensuring they have clarity on their accountabilities and comply with all governance, policy standards and processes.Build a strong pipeline of diverse talent and succession for the benefit of MPS which will mitigate workforce planning risks, embraces diversity and maximises the performance and potential of employees.Provide inspirational leadership to engage with and motivate colleagues at all levels | * BD&E Engagement Index
* Strong Talent and Succession Plans within BD&E
* HR Metrics – attrition, absence
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| **Risk**Create an environment of understanding, relating to the importance of risk identification and management, ensuring regulated business process and controls are in place to manage the division within the risk appetite Ensure appropriate business processes and controls are in place to manage the department within risk appetite; comply with policies and regulatory requirements (as applicable). | * Risk & Control Self- Assessments Audit Actions
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| **Responsibilities (RACI)** |
| * Attend meetings with influential stakeholders across all of the MPS regions, developing knowledge of key stakeholder activities.
* Offer meaningful decision points to MPS governance forums to ensure that MPS operates within risk appetite, and decision makers are fully informed and equipped as to where financial opportunities exist.
* Transform the organisation’s capability to drive long-term value-creation through key segment prioritisation of resources to drive optimal income within risk appetite.
* As the healthcare landscape continually changes, keep abreast of evolving legislation and best practice; identify and recommend opportunities for MPS to become more efficient and effective in the insurance market.
* As part of the wider leadership team, act as a role model for MPS Values
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| **Key Governance Responsibilities** |
| * Income Growth Committee attendee
* Insurance Management Product Oversight Group member
* Architecture & change committee member
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| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading the Organisation |
| Building Capability | Leading the Organisation |
| Influencing Others | Leading the Organisation |
| Collaborating | Leading the Organisation |
| Leading Self and Others | Leading the Organisation |
| Commercial and Risk | Leading the Organisation |
| Delivering Commitments | Leading the Organisation |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Deep technical understanding of regulated insurance
* CII/internationally recognised insurance qualification
* Existing and new global insurance regulations
* Existing and new global healthcare regulations
* Understanding of and expertise in how to balance consumer and corporate lenses, developing strategies to align
 | * Excellent stakeholder management skills – ability to build relationships and influence senior stakeholders internally, externally and globally.
* Excellent leadership skills – ability to engage and motivate at all levels
* Sales professional with strong financial acumen
* Skill in collating and analysing information from a variety of sources and providing succinct and robust output
* Skilled at managing and implementing change at an operational and strategic level
 | * Experience of collaborating and leading teams globally – remote / matrix management across different cultures, regulatory regimes and/or sectors
* Experience of working in the insurance industry
* Experience of adding value and shaping a new-to-market proposition
* Global experience in developing sales and marketing strategies and building sales tools to assess efficiency
* In depth practical experience of budget and resource management
* Experience partnering with healthcare organisations and professionals
* International experience of selling in core markets
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| **Desirable** | * Professional sales qualifications
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