



Executive Vice President, Business Development

The Rhode Island Commerce Corporation (RI Commerce) is seeking a results-driven executive to join a dynamic team of mission-oriented professionals as the Corporation's EVP, Business Development. This position provides a unique opportunity to make a meaningful impact on job creation and economic opportunity for the residents of the State of RI. RI Commerce is the state's official economic development organization and works to drive prosperity in the state and help Rhode Island businesses and residents thrive. A quasi-public agency, the RI Commerce serves as a government and community resource to help boost business expansion in, and relocation to, Rhode Island. We are a passionate, innovative, driven, and resourceful team inspired by the belief that we can expand opportunities so that more Rhode Islanders are able to succeed. People skilled at advancing strategic change in a fast-paced, dynamic environment thrive here.

Statement of Duties

This individual will lead a cross-functional team of professionals to achieve both big-picture goals for drawing business to the state as well strategic wins to ensure existing businesses in the state of all sizes thrive.

Essential Functions

Directional Team Management

- Set measurable and strategic goals for business services team, in line with and in support of RI Commerce organizational goals and state priorities
- Create and deploy systems for team that will ensure buy-in and understanding of those goals and motivate and support team members to collectively achieve them
- Provide day-to-day oversight and management of a high-functioning team of both direct and indirect reports.

Business Attraction/ Expansion Services

- Develop and execute a targeted, systemic, and sustained business development strategy.
- Establish a set of aggressive yet realistic targets and metrics for sourcing, securing, and managing new business opportunities and conducting outreach initiatives.
- Adjust business development strategy based on metric assessments, market feedback, unforeseen opportunities, etc. to ensure maximum appeal and exposure.
- Actively seek new ways to advocate and market Rhode Island for commerce and business growth.

Business Retention/Assistance

- Oversee activity related to supporting, financial, regulatory, strategy, technical, and general assistance to help businesses solve problems they encounter and reach their goals.
- Develop and execute programming and initiatives to support small businesses and improve the in-state business climate.
- Work with strategic partners in Rhode Island and in the region to cultivate a network of service providers that will assist companies, with an emphasis on minority-owned businesses.

- Execute outreach strategy with the business community on many topics, including various state and local business and workforce development programs, specific industry needs and trends, as well as keeping up-to-date with changes to existing programs and researching new development opportunities.

Cross-functional and Special Projects

- Collaborate with RI Commerce’s Marketing Team on the development of marketing materials, collateral, presentations, website improvements, and social media strategy that promote the state’s business environment, incentive tools, and other Commerce and affiliate resources and supports.
- Collaborate with RI Commerce’s Investments and Innovation Teams to ensure a streamlined, fluid pipeline for businesses to both understand and take advantage of RI Commerce supports and resources. Track data and iteratively and continuously improve processes and efforts.
- Engage in special projects as relevant or required.

Key Competencies

- **Strategic thinking:** The ability to look at the whole picture and understand the impact of each critical piece.
- **Intelligence:** The ability to acquire understanding and absorb information rapidly. A quick study.
- **Resourcefulness, creativity, tenacity, and initiative:** Passionately finds ways over, around, or through barriers to success. Achieves results despite lack of resources. Goes beyond the call of duty. Shows bias for action. A results-oriented doer. Reputation for not giving up. Ability to troubleshoot and solve problems.
- **Leadership.** The ability to ensure team’s work is accomplished in service of overall goals. Ability to motivate and maximize team to highest level of performance while maintaining strong attention to detail, client and partner relationships, and internal controls.
- **Communications:** Writes clear, precise, well-organized documents using appropriate vocabulary, grammar, and word usage. Communicates fluidly with a variety of stakeholders, including government officials, Fortune 500 CEOs, and small business owners. Ability to work between and across teams and with multiple internal and external partners to achieve results.
- **Service-driven ambition:** Desires to grow in responsibility and authority in service of the organization’s higher mission.

Qualifications

- Bachelor’s degree is required. An advanced or professional degree in Business, Economics, Entrepreneurial studies, or related field is preferred.
- At least five years of experience in economic development, business, business development, customer service (at a managerial level), or relevant field is required.
- Leadership skills and capacity to manage multiple projects, a dynamic and cross-functional team, and competing priorities in a fast-paced work environment. Experience with managing both direct and indirect reports is required.
- Experience with Salesforce CRM or other customer relation management systems is strongly preferred.
- Stakeholder interaction and experience, particularly showing the ability to develop strong partnerships with various government agencies, business leaders, and industry and community representatives.
- Self-motivated, organized, and deeply committed to personal and organizational success.

Supervisory Responsibilities

Responsible for the overall direction, management, and evaluation of RI Commerce client facing teams. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws—as well as in a way that maximizes the efficacy and engagement of staff. Responsibilities include setting team targets; managing employees; planning, assigning, and directing work; appraising performance; addressing complaints and resolving problems.

Applications will be accepted until position is filled. To be considered, candidates must submit a cover letter along with a professional resume and salary requirements via email to:

Rhode Island Commerce Corporation
job.opportunities@commerceri.com

- Rhode Island Commerce Corporation is an at-will employer; no employment contracts exist.
- The Rhode Island Commerce Corporation (the 'Corporation') is an Equal Opportunity Employer. The Corporation does not discriminate on the basis of race, religion, color, sex, gender identity, sexual orientation, age, non-disqualifying physical or mental disability, national origin, veteran status or any other basis covered by applicable law. All employment is decided on the basis of qualifications, merit, and business need. The Corporation will not tolerate discrimination or harassment based on any of these characteristics.