

Salary Grade E
(£42,089 - £60,328)

BRITISH ASSOCIATION OF SOCIAL WORKERS



POST TITLE: Business Development Lead

DATE: Sept 2024

SUMMARY OF JOB: To provide operational business development expertise across the association. The postholder will develop new sources of income and business opportunities for the association to meet business diversification targets, working collaboratively with teams across BASW. This will include leading on any tender applications, developing proposals and sourcing partnership opportunities. The postholder will hold the operational lead for BASW's employment services company Social Work Employment Services (SWES) and will ensure all the business of BASW is undertaken and developed in line with our vision, values, governance structures and ethical code.

BASW is an equal opportunities employer. Employees must have a positive commitment to the implementation of equal opportunities policies.

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Experience	<p>Significant experience of identifying and pursuing new business development opportunities and in writing successful tender responses and business proposals.</p> <p>Extensive expertise in business planning and strategy development.</p> <p>The ability to conduct, research, and identify opportunities for business development including competitor and PESTLE Analysis.</p> <p>Confidence in managing stakeholder relationships and building strategic partnerships.</p> <p>Strong project management skills with the ability to oversee multiple initiatives simultaneously.</p> <p>Capacity and capability building across multiple teams to bring insight to the use of business development processes</p> <p>Dealing with confidential and sensitive issues</p>	<p>A strong understanding of the social work and care sector.</p> <p>Experience of running or supporting a business.</p> <p>Experience of membership organisations.</p> <p>Providing programme/project management support to a complex projects involving many stakeholders.</p> <p>Experience of continuous improvement and impact methodologies.</p>	Application form/Interview
Qualifications:	Business qualification at degree or postgraduate level or significant commensurate/equivalent experience	First degree level of education (e.g. BA / BSc)	Application form/Interview
Training:	Evidence of active ongoing engagement with professional development		Application form/Interview
Skills/Specialist Knowledge:	Competent use of Microsoft applications, Word, Excel, PowerPoint, Outlook and Teams or similar systems	Understanding of the values and principles of social work and how these might be applied to the role	Application form/Interview

	<p>Ability to synthesise information from multiple sources and distil into accessible information for members, staff and external stakeholders</p> <p>Able to conduct high-quality analysis on a range of topics, and highly skilled at working with performance data.</p> <p>Strong problem-solving skills and ability to propose solutions to complex problems</p> <p>Able to build positive relationships with colleagues within and across teams, and communicate clearly and effectively to colleagues and decision-makers.</p> <p>Prioritising workloads, meeting deadlines and managing fluctuating volumes of work</p> <p>Working on own initiative with good organisational skills</p> <p>Data literate with excellent analytical skills</p> <p>Must be able to multi task</p> <p>Must be an excellent communicator</p> <p>Critical thinking and problem solving</p> <p>Report writing</p> <p>Relationship building and maintenance with diverse stakeholders, at all levels.</p>		
Circumstances:	Must be able to work flexibly	Willingness to make occasional overnight stays in UK	Interview
Disposition/Attitude:	<p>Be able to remain calm in a crisis or under pressure</p> <p>Able to deal with competing demands and adaptable in approach</p> <p>Must be comfortable and fair-minded dealing with diverse people from all levels of authority, influence, from all backgrounds etc</p> <p>Must work well as part of a team as well as alone</p> <p>Must be friendly, approachable with a positive attitude to work</p> <p>The drive and inclination to make things happen in practice</p> <p>Curious to learn more and continuously improve skills and performance</p> <p>Must be able to work to tight deadlines</p> <p>Commitment to equal opportunities</p>		Application form/Interview
Physical:	Travel on public transport may be required		