



**POSITION TITLE:** Director of Business Development

**DEPARTMENT:** Development

**REPORTS TO:** Chief Development Officer (CDO)

**LOCATION:** Hybrid/Remote

**FLSA STATUS:** Full-time, Base Salary + Commission, Exempt

**POSITION SUMMARY:**

The Director of Business Development (DOBD) will play a key role in the sale of auxiliary UWP programs to the corporate world and cultivating partnerships globally. The ideal individual for this role will be a seasoned sales professional, global, proactive, goal oriented, innovative, and mission driven. They will advance the success of Up with People's partner/program initiatives utilizing strong relationship building processes along with a benefit-based strategies focusing on utilization of current UWP assets ready for the marketplace. Reporting to the CDO, the DOBD is responsible for the sale of UWP@work, UWP Passport 4-week programs and funding or sponsorships for future programming /tour developed. (Local Community Partnerships, Local Family Foundations, Major Employers, Global Partnerships). Whether the sale of a single, periodic or multi-year commitment is established, the goal will be to do so with a focus of awareness looking for opportunities for UWP to establish a presence in the corporate world to educate corporate team members to understand those with a different culture than themselves, thus increasing their effectiveness globally. The DOBD will maintain individual fundraising sales metrics under the supervision of the CDO, they will personally identify, solicit and cultivate prospects for the fulfillment of desired outcomes for UWP.

The Director of Business Development will develop and facilitate the effective sale of two (2) specific areas of responsibility. These include but will not be limited to: UWP@work and UWP Passport. Two of the future programs UWP is offering.

**UWP@work:** A unique 3-day corporate event utilizing corporate facilities or conference elements for 25-30 corporate team members. UWP will provide 3 professional facilitators and a curriculum specifically modified from the UWP curriculum to achieve the desired outcomes. This 3-day element will share cultural awareness & sensitivity focusing on specific needs or regions identified by the corporation to build their teams confidence as they work in cultures other than those accustomed. Arts based elements, integrated in the sessions would highlight the "non-intentional" learning illustrating the ease of awareness and adaptation needed by so many corporates in today's world. The suggested price for this UWP program is \$35,000 US per 3 day, 25-30 participant session with corporation support for travel, lodging and meal per diem for the facilitators provided by the partnering organization.

**UWP Passport:** A unique 4 week UWP program conducted predominantly on college campuses. An opportunity for integration into existing university communities & curriculum, centered around a campus environment for the most effective program integration. The emphasis would



be on curricular outcomes utilizing arts-based elements already in existence on campuses woven with the UWP curriculum. The suggested price for this UWP program is \$12,000 US per week with partner support for lodging and meals provided by the partnering organization.

#### **ESSENTIAL JOB FUNCTIONS:**

- Identify, engage and solicit a broad base of corporates who can benefit from our programs.
- Develop and execute clear and quantifiable strategic plans and sales goals for each program while tracking all outreach and information (weekly/monthly/quarterly) in the Salesforce CRM platform.
- In collaboration with the CDO, coordinate involvement of facilitators and other team members.
- Become well versed in auxiliary Up with People programming to speak knowledgeably and passionately about the organization, its success, and its initiatives leading to a sale of such programming.
- Always be aware of potential future opportunities yet discovered and a willingness to bring to the table solutions for a yet unidentified program in the UWP program offerings.

#### **MINIMUM SKILLS & QUALIFICATIONS:**

- A minimum of 5-7 years of sales experience including proven success growing or significantly contributing to the growth of program products to the corporate world.
- Bachelor's Degree, preferably in communications, business, non-profit or public administration, social sciences.
- Extensive knowledge of sales methodology and a commitment to upholding and sharing fundraising ethics, principles, and best practices to meet desired sales outcomes.
- Passionate about the importance of arts, culture, and equality in our community; capacity to passionately articulate the mission, vision, and relevancy of Up with People to others.
- Demonstrated leadership and the ability to collaborate with diverse populations authentically and professionally.
- Strong relationship building and project management skills with a strategic and creative thought process.
- Exhibit high ethical standards of conduct and confidentiality when collaborating with internal and external constituencies.
- Deadline driven, organized, resourceful, and results oriented.
- Strong written and oral communication skills, as well as excellent constituent stewardship
- Proficient with Microsoft Office Suite and Google Suite
- Ability and flexibility to attend evening events, dinners, and other engagement activities on weekday evenings and/or weekend as required.
- Ability and willingness to travel as required per business needs.

#### **ABOUT UP WITH PEOPLE:**



Up with People was established in 1968 as a 501(c)(3) international nonprofit organization and has been empowering communities and youth through transformative programs ever since. Up with People empowers youth to lead change in the world through performing arts, dialogue, and worldwide travel. Since its inception, Up with People has hosted 22,000+ youth participants in their programs from 135 countries and engaged over 5 million people from 73 cultural regions with a common message for peace.

Up with People continues to further its vision of an inclusive and sustainable world where people are equal in dignity and rights by developing and scaling unique programming focused on fostering values-based leadership and life skills for teenagers and young adults. Up with People has bold goals for 2023 and 2024 with the recent launch of its VOICES program, focused on proudly developing a community of changemakers to lead conversations, communities, and collective action on global challenges. VOICES offers an educational curriculum, mentorship, a capstone project, community festival, and cultural immersion.

**BENEFITS & PERKS:** You will have the option to participate in our comprehensive benefits program that currently includes medical, dental, vision, accident, life, disability, and Flexible Spending Account (FSA) plans. The organization will pay a percentage of your medical and dental premiums (and dependents if applicable) commensurate to your position and 100% of your life and disability premiums. If you elect to participate in our 401K plan, the organization will match your contribution up to 4% of your compensation. Our paid time off plan (PTO) is tiered to reflect the length of employment or employment category within the organization.

**COMPENSATION:** This is a full-time position that offers an annual salary commensurate with experience.

Salary range \$52,000 - \$66,000 prior to benefits. A commission structure once base revenue targets are achieved could be an additional compensatory element TBD.

*Up with People is an Equal Opportunity Employer and is committed to promoting the growth of a diverse and inclusive culture.*