



Role description

Head of Business Development

The opportunity for you

Executive summary

Taylor Wessing has an ambition to significantly accelerate growth through a distinctive sector focus and a strategy to become the most client-centric global law firm.

In pursuit of this ambition, we are introducing a new Head of BD role to work closely with the Director of BD, Marketing and Communications to shape and implement the BD strategy.

This is a superb role that will be of real interest to an experienced BD professional with a strong track record in leading high-performing teams, driving profitable revenue growth and implementing targeted BD programmes to take market share.

It will suit a dynamic candidate who is keen to make an impact, lead, coach and develop a team and play a key role in helping an ambitious firm and BD team achieve its full potential.

Key responsibilities

- Shape and implement the firm's BD plan to target, win and grow profitable business from TW's key sectors, practices, and clients.
- Work with sector heads and BD leads to drive growth through a distinctive sector focus, developing innovative ways to deliver on sector objectives and revenue generation.
- Work with our Head of Growth Partner and the practice BD leads to develop and implement targeted BD growth programmes to drive revenue and take market share.
- Lead, advise and manage major opportunities and work closely with our bids team to convert 'must win' pitches, embed best practice and enhance our processes.
- Lead, manage and develop a market-facing BD team that understands our market, that directly engages with clients and brings insights and intel back into the business.
- Work closely with our BD operations team to create efficiencies in our operating processes, increasing the speed, quality and consistency of our BD activities – ensuring that we consistently deliver the highest of standards.
- Work closely with our client insights and data team to use data, analysis and market intelligence to identify opportunities for revenue growth.
- Work closely with the Alumni team to drive revenue through our REACH programme, creating a community of brand ambassadors.

Job title

Head of Business Development

Recruiting manager

Mike Beswick

Department

BD, Marketing and Communications

Working hours

Monday to Friday (09:30 – 17:30)

Working at least 3 days a week from our offices.

Location

London

Perm/FTC

Permanent

Salary

Competitive

Working pattern

Taylor Wessing supports agile working, and the Talent Acquisition team would happily have conversations with potential candidates about how we could support agile or flexible working needs.

The opportunity for you

- Foster a culture of high performance and continuous development. Set priorities, manage performance, and guide the team's growth to deliver exceptional results.
- Track, measure and report on the effectiveness of BD and sales activity, adopting a continuous improvement methodology at all times.
- Develop and deliver focused sales and relationship training and provide tactical BD advice and coaching to enhance the sales skills of our lawyers (and BD).
- Work closely with colleagues across the TW footprint on BD strategies, and the implementation of those strategies, to ensure alignment and integration of activity to achieve our shared goals and global ambitions.
- Proactively act as an ambassador for the firm in client events and meetings.

Knowledge, skills and experience

- A strong commercial mindset.
- Proven track record in developing and implementing successful BD strategies – Head of experience preferred.
- Proven experience in a legal, professional services or financial services environment.
- A strategic and creative thinker with the ability to persuade, influence, execute and deliver.
- Track record of building collaborative working relationships at all levels.
- Strong people management and leadership skills.
- Proven stakeholder management capability.
- Strong communication and interpersonal skills.
- A team player and strong emotional intelligence.
- The ability to take initiative, deliver results and achieve positive outcomes.
- Ambition, drive, likeability and a strong work ethic.

About us

Taylor Wessing is a global law firm that serves the world's most innovative people and businesses.

Deeply embedded within our sectors, we work closely together with our clients to crack complex problems, enabling ideas and aspirations to thrive. Together we challenge expectation and create extraordinary results. By shaping the conversation in our sectors, we enable our clients to unlock growth, protect innovation and accelerate ambition.

Our UK sector focus



Technology, Media
& Communications



Private Wealth



Real Estate,
Infrastructure & Energy



Life Sciences
& Healthcare

Our areas of expertise

- Banking & Finance
- Brands & Advertising
- Commercial & Consumer Contracts
- Competition, EU & Trade
- Copyright & Media Law
- Corporate Crime & Compliance
- Corporate/M&A & Capital Markets
- Data Protection & Cyber
- Disputes & Investigations
- Employment, Pensions & Mobility
- Environmental, Planning & Regulatory
- Financial Services Regulation
- Information Technology
- Patents & Innovation
- Private Client
- Private Equity
- Projects, Energy & Infrastructure
- Real Estate & Construction
- Restructuring & Insolvency
- Tax
- Venture Capital

Challenge expectation, together

With our team based across Europe, the Middle East, US and Asia, we work with clients wherever they want to do business. We blend the best of local commercial, industry and cultural knowledge with international experience to provide proactive, integrated solutions across the full range of service areas.

1000+ lawyers | **300+** partners | **29** offices | **17** jurisdictions

About us

The way we work

At Taylor Wessing, we never settle for average. We're creative thinkers, problem solvers and continuous learners who excel at what we do and believe our best work is still ahead of us. We are a firm that's large enough for you to achieve your ambitions, but connected enough to be a true community.

You are joining an inclusive culture that allows you to be yourself and balance your work and home commitments. You'll gain access to high-end technology, agile processes and the trust to deliver your best work in a flexible way whilst spending the balance of your time with colleagues in our offices.

Investing in you | Tailored Benefits

Your wellbeing is always our priority and we are proud to offer bold and progressive ways of working alongside an excellent range of benefits and perks designed to support you and your family.

Key benefits

- 25 days' annual leave
- Life assurance
- Group personal pension – salary sacrifice
- Income protection
- In-house GP service

Health and wellness benefits

- Private medical insurance (individual)
- Health assessments
- Dental insurance
- Critical illness insurance
- Flu vaccinations
- Eye tests
- Employee assistance programme
- GymFlex

Lifestyle benefits

- Cloud Nine – our subsidised restaurant and coffee bar
- Enhanced family leave – after one year qualifying service new parents taking maternity or shared parental leave may receive the equivalent of six months' full pay, spread over nine months
- Cycle to work scheme
- Payroll giving
- Technology loan
- Health cash plan
- National Art Pass
- Mortgage surcharges
- Interest free season ticket loan

Our values

What we stand for

We are a community of independent thinkers, connected by our values and our drive to challenge expectation. Our values shape what we do and how we do it. We have built a team that reflects the firm's core values and which exemplifies inclusivity. To learn more, [click here](#).

Excellence

Creative

Responsible

Team

Integrity

Respect

Acting responsibly, together

We're committed to being a responsible business and taking accountability for our actions.

We have high ethical standards and take care of our people. We're reducing the footprint we leave in nature and engaging with our communities through cultural and charity work. Being a responsible business means we're active members of our broader society, of the legal community, and of our clients' sectors.

Whether it's building an inclusive workplace, reducing our waste or supporting the arts; we're actively working together to build a better business, and a more sustainable world.

Find out more about our responsible business initiatives [online](#).

Read our latest impact report by clicking the link below.



Diversity & Inclusion

Mansfield Certification

Taylor Wessing UK is proud to have achieved Mansfield Rule UK certification for a second year running and has committed to participating for a third year!

We're committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow. The Mansfield Rule keeps us and the wider legal profession accountable for achieving and surpassing these goals; over the last year alone the Mansfield Rule has helped us continue to focus on monitoring our recruitment and promotion activities, as well as improving the diversity of our firm.

We've seen tangible changes in our firm from championing diverse voices across all areas of our business, something we want to see continue to flourish in the years to come and with Mansfield as a key partner in building in an inclusive environment for all.

To read more about this fantastic achievement please [click here](#)



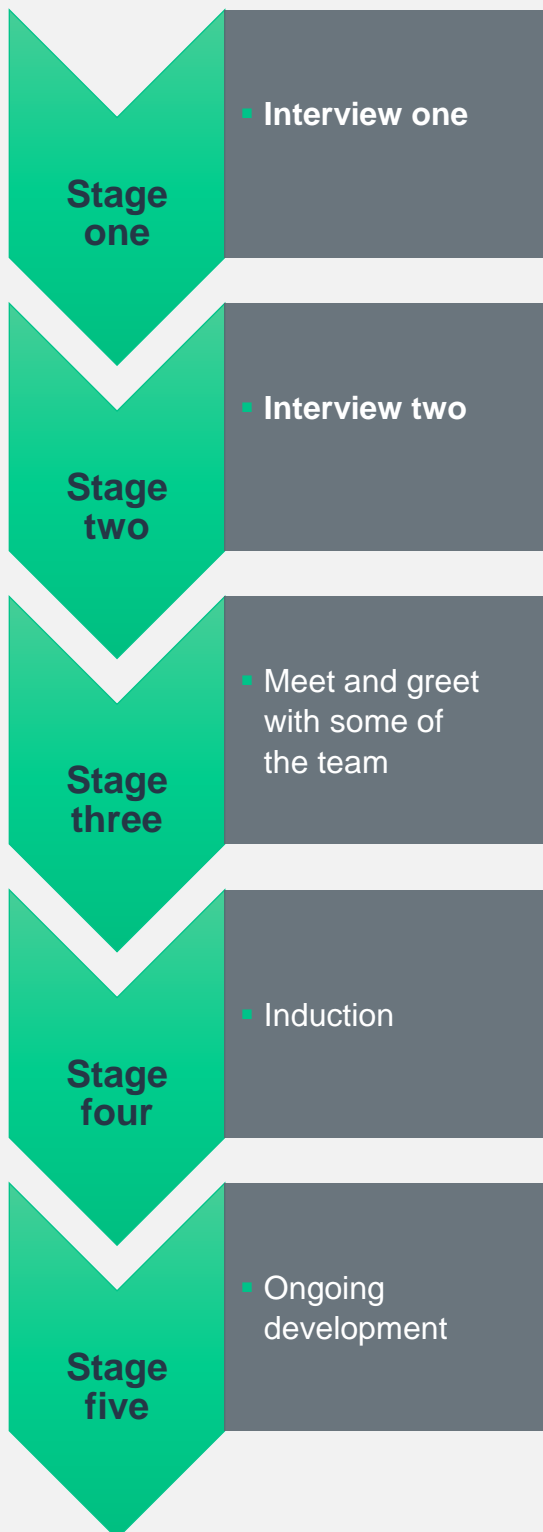
Responsible Business Networks

We embrace individuality and bring diverse teams together, creating an inclusive work environment where all of our talent can flourish. Our inclusion programme has five priority areas, each with partner champions and network groups, in addition to other networks and societies that bring people together within the responsible business programme.

Our current networks are:

- Arts Society
- Balance in Business - our gender balance network
- Cultural Diversity network
- equaliTW - our LGBTQ+ network
- Family Matters network
- Social Mobility network
- Sustainability network
- Wellbeing network

Your recruitment journey



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Please contact us if you require any adjustments to your application or our recruitment process.

2000+ people
1100+ lawyers
300+ partners
29 offices
17 jurisdictions

Austria	Klagenfurt Vienna
Belgium	Brussels
China	Beijing Hong Kong Shanghai
Czech Republic	Brno Prague
France	Paris
Germany	Berlin Düsseldorf Frankfurt Hamburg Munich
Hungary	Budapest
Netherlands	Amsterdam Eindhoven
Poland	Warsaw
Republic of Ireland	Dublin
Slovakia	Bratislava
South Korea	Seoul*
UAE	Dubai
Ukraine	Kyiv
United Kingdom	Cambridge Liverpool London London TechFocus
USA	New York Silicon Valley

* In association with DR & AJU LLC