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# Title: VP of Business Development – Search & Recruiting

Regions: Germany, Netherlands, UK

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## Company Overview

People2.0 is the world's largest global employer of record (EOR) and agent of record (AOR) services platform, created exclusively to serve the talent ecosystem, including staffing agencies, search and recruiting firms, individual recruiters, mass talent procurement organizations, and compliance, contracting, and consulting companies.

People2.0 enables talent providers, large and small, to place anyone in any work arrangement, anywhere—simply, quickly, and compliantly. Our global team is dedicated to helping our customers expand their value proposition, optimize opportunities to access the global talent pool, and create a borderless world of unlimited growth for their business.

Visit [People20.com](https://people20.com).

## Position Overview

The Vice President of Business Development – Search & Recruiting is responsible for new business strategy and generation, as well as solution creation utilizing traditional and creative business development methodologies. Strategic selling skills are imperative as the position will have significant contact with senior level executives and prospective clients.

The VP of Business Development will have extensive experience in building and developing a successful sales team. They should be knowledgeable about how individuals and teams perform at their highest levels, and eager to offer solutions to help individuals and teams work more efficiently and effectively and will ultimately be responsible for the success of their team.

In a direct reporting relationship, the VP works with the EMEA CRO in developing and implementing a sales and marketing plan which provides a clear roadmap to achieving the region's sales goals through hiring, developing and managing sales professionals, supported by effective marketing programs. This individual will be responsible for developing regional sales solutions strategies to increase long-term market share. To drive the company's growth plan, they will lead the sales talent in account planning, pipeline management and exceptional execution.

The VP will need a broad perspective and regional experience in the human capital or professional services industry. The market landscape and opportunity in EMEA is significant and will require the successful candidate to align the legacy businesses and teams under their assigned industry segment, search & recruiting, and work collaboratively with the regional functional leaders in executing and delivering on client requirements.

The VP of Business Development is a brand ambassador, they will strive to increase the exposure of the People 2.0 brand across the EMEA region. This includes building relevant industry relationships and working closely with the global and regional People 2.0 marketing teams to build targeted campaigns that drive brand awareness and maximize business development opportunities. This position would require travel across EMEA, and the VP would ideally be based out of one of the company's European offices (London, Amsterdam, Berlin, or Marin, Switzerland).

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## Role Responsibilities

The VP is a key member of the regional sales leadership team comprised of the CRO and VP's of Staffing, Mass Talent and Consulting/Compliance/Contracting. The must have a strong knowledge of workforce engagement solutions for independent recruiters and recruiting firms, specific to ecosystem concepts and sales tactics.

- Developing and executing company sales and marketing plans targeted at search and recruiting firms, including implementing new ideas and tools for the company
- Works closely with CRO discussing sales and marketing strategies, development of new markets, and other issues requiring executive attention
- Ensures that the resources and personnel necessary for implementing sales strategies are in place
- Demonstrate a successful track record of managing a B2B sales cycle from beginning to close
- Work closely and collaboratively with internal departments and SME's, such as, Finance, Risk, Legal, Human Resources, Marketing and Operations
- Strong ability to review and negotiate complex contracts for terms and financial components, in partnership with Legal Department
- Lead a remote sales team of inside representatives through motivation, sales strategies, pipeline generation and industry education
- Ability to build and manage to a forecast and budgeting process for Search & Recruiting division
- Leverage data to drive and adapt go-to-market strategies and tactics that drive profitable growth.
- Utilize market and client research to provide strategic insight for brand development and market positioning
- Provide customers and colleagues thought leadership within the recruiting industry space, staying abreast of new solutions and legislative changes that impact the business

## Qualifications & Experience

- Bachelor's Degree in business management or relevant field; post graduate degree preferred
- 10+ years of developing and managing high-performing sales teams in the human capital or professional services industry in Europe
- Track record of consistently achieving revenue, profit, and market share targets
- Proven book of executive relationships and business partnerships
- Ability to thrive in a fast-paced environment that requires high levels of agility and collaboration
- Experience in reviewing and negotiating complex contracts, in partnership with finance and legal partners
- Exceptional leadership skills including the ability to lead teams through transformational change and integration
- Highest level of ethical standards
- Exceptional written and oral communication skills
- Experience utilizing technology and analytics as an integral part of the sales execution and management process

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People 2.0 is committed to providing equal employment opportunities to all associates and applicants without regard to race, color, national origin or ancestry, citizenship status, religion, sex (including pregnancy, lactation, childbirth or related medical conditions), sexual orientation, physical or mental disability, age, veteran status, uniformed servicemember status, gender identity, genetic information (including testing and characteristics) and any other characteristic prohibited by federal, state or local law. Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and co-workers. In furtherance of this commitment, the Company is committed to providing a work environment that is free of prohibited harassment. As a result, the Company strictly prohibits sexual harassment and harassment against applicant and employees based on any legally recognized status, as defined above, or any other status protected by federal, state, or local laws.