

Business Development Executive

At Yates, we help Fortune 150 organizations achieve meaningful results in technology transformation, change adoption, program orchestration, and financial performance.

We're a boutique consulting firm by choice. That means we're small enough to stay personal and focused, but proven enough to help some of the world's largest enterprises deliver measurable change. Our model is different: we're outcome-based, meaning our fees are tied to results. We get paid when a change is delivered, or as a share of the value created. Many of our engagements are self-funding, and every one of them is built on trust and alignment.

We're looking for a Business Development Executive who knows how to build credibility with the C-suite. Someone who can open doors, uncover complex challenges, shape solutions, and help C-suite clients achieve tangible results. This is not about pitching services; it's about creating confidence, building relationships, and driving transformation through insight and trust.

What You'll Do

- Build, nurture, and grow trusted relationships directly with C-suite executives through introductions or referrals.
- Lead strategic conversations that surface complex business problems and translate them into actionable opportunities.
- Shape deal structures that align success and incentives between Yates and our clients.
- Partner closely with Yates leadership and delivery teams to ensure engagements are designed for impact, credibility, and follow-through.
- Communicate the firm's value propositions clearly and confidently.
- Maintain a high-quality, focused pipeline and guide clients through every phase of the engagement, from first meeting to signed agreement to successful delivery.
- Represent Yates with polish, insight, and integrity in meetings, executive sessions, and industry discussions.

Who You Are

- Skilled at engaging C-suite leaders without relying on a big-brand logo; your presence and insight command respect on their own.
- A trusted advisor, not a transactional salesperson. You build confidence through substance, clarity, and honesty.
- Experienced in selling complex, outcome-based consulting engagements tied to measurable business results or cost savings.
- Fluent in the language of both business and technology, able to connect strategic intent to operational and financial impact.
- Energized by meeting clients in person and building genuine relationships that lead to long-term partnerships.
- Naturally observant, commercially sharp, and able to navigate organizational dynamics from subtle to extreme.
- Motivated by complex problems, driven by growth, and grounded in integrity.
- Thrive in fast-moving environments where stakes are high and ambiguity is constant.
- You seek out feedback and personal growth.
- A collaborative self-starter who's independent and driven, but eager to align with peers to create high-value outcomes.

What You Bring

- 7-10 years of experience selling consulting or transformation services directly to senior executives (CEO, CFO, CIO, CTO, or CHRO).
- A consistent record of winning high-value consulting engagements where trust, credibility, and insight were the differentiators.
- A polished executive presence and the ability to engage senior decision-makers as a peer, not a vendor.
- Excellent communication and presentation skills, and you can articulate complex ideas simply and powerfully.
- Strong business acumen and comfort discussing both financial and strategic outcomes.
- Willingness to travel (35–50%) to meet with clients and build meaningful relationships.
- A bachelor's degree.

What Success Looks Like

- Clients describe you as authentic, credible, and indispensable.
- You consistently shape and close engagements that drive measurable impact.
- You're sought out by C-suite leaders who value your perspective and trust your judgment.