



# Job Description

## iCOVER

iCOVER specializes in Background Screening & Business Compliance solutions for the global market. We are an international company with operational headquarters in Paris, backed by a network of offices worldwide, which offer strategic global reach for all your business needs.

We are enhancing our 3<sup>rd</sup> Party Business Screening, Site Visit & Media Monitoring solutions and are looking for a candidate with an appropriate network and skillset to drive this initiative.

## Head of EMEA Sales - Compliance Solutions

### Regular activities will include

- Planning and executing to deliver against financial targets
- Creating, leading and delivering a strategic sales plan for each client
- Demonstrate a thorough understanding of each client's commercial position, the future incumbent will plan to maximize revenues and margin through tailoring the product mix to meet clients' specific needs
- Leading and where required facilitating the various contributions of internal stakeholders
- Developing, securing and on-boarding new profitable clients to the business
- Articulating the products and services to clients to expand services being consumed
- Gaining client insight and sharing internally to inform portfolio and proposition development
- Demonstrating strong sales disciplines through use of CRM systems and professional communication. Examples of this may include updating of trackers, producing professional bids and proposals, delivering effective contracting and pricing, demonstration strong commercial acumen when pricing and negotiating.
- Supporting the wider business, including product teams, with building networks and relationships in your given territory. This will include supporting vendor relationships and sharing client/market insight with internal teams.
- Lead role for the team which will include additional focus and activity on behalf of the team and completion of exceptional projects as defined through periods during the year.

## Qualifications

- Bachelor's degree in a related field required
- The future incumbent will be a seasoned professional with 10yrs + experience with a strong network of existing relationships ideally across Banking & Finance (incl. Private Banking), Insurance, Pharma & Health industries. Prior experience in and/or qualifications associated with AML, Sanctions and compliance will be an advantage.
- Local language proficiency (French) and a strong command of the English language and ability to develop effective networks is essential. The position holder will be working across the globe with Senior Executive teams that employ sophisticated procurement processes. It is imperative that the Client Director can communicate effectively and is credible within the compliance community and its wide range of stakeholders.
- A track record of driving profitable business growth and taking new products to market
- Ability to establish clear value propositions via excellent communication skills in these forms: customer conversations; company and product presentations; written communications such as email and proposals
- Active listening skills to discover customers' technical, business and timeline drivers  
A client centric approach to developing long term relationships with clients, coupled with first class negotiating skills

## Skills

- Complying with company standards on conduct, professionalism, brand reputation, confidentiality and standard health, safety and security processes. This includes use of the company systems as intended, for example managing client activity
- Working effectively and efficiently with minimum supervision
- As a leader within the business the person understands the importance of taking responsibility when required and leads by example. Having a positive and can-do outlook and when bringing challenges to the business the Client Director will be solutions focused
- Being always professional and commercially focused when dealing with clients while being face of the business. Demonstrating good knowledge of the portfolio and client requirement, whilst balancing that with promoting profitable services for the business
- Using close client relationships to proactively seek to understand them and the market in which they operate. Then use this knowledge to inform others, and support iCOVER to develop the business, market presence and credibility
- Delivery on business outcomes, requirements of the lead role and own personal development. This includes keeping skills current and developing as required to keep pace with the market
- Paying attention to communication, considering what is most effective for the circumstances and who the audience is. Being responsive when contacted and managing expectations adequately. Not needlessly escalating or copying emails to others unnecessarily and giving clear instruction if needed

- Challenging inappropriate behaviors in others, constructively and positively

### **We expect you to**

- Be a team player
- Be proactive when you see problems and their solutions
- Strive to learn new things
- Possess excellent problem solving, critical thinking and communication skills

### **What's in it for you**

- Fun and dynamic team;
- Excellent remuneration package and work-life balance;
- Food vouchers;
- Yearly bonus scheme;
- “Bring a friend” bonus model;

**Interested? Send your application to: [mvouteau@icover-services.com](mailto:mvouteau@icover-services.com)**