

JOB TITLE: *Director, Business Development and Strategic Partnerships*

CLASSIFICATION: *Exempt*

REPORTS TO: *Chief Sales Officer*

COMPANY OVERVIEW:

Clearwater is the leading provider of enterprise cyber risk management (ECRMS) and HIPAA compliance solutions to the healthcare industry. Clearwater's IRM|Pro™ Software as a Service (SaaS) and professional services enable Customers ranging from regional hospitals to major Integrated Delivery Networks (IDNs) to reduce likelihood of a data breach, save time and money, and meet HIPAA compliance requirements by providing visibility to the unique threats and vulnerabilities applicable to their organization, and delivering actionable insights to improve their cybersecurity posture.

Clearwater has built a market-leading reputation, earning the 2018 Best in KLAS winner in Cybersecurity Advisory Services and the 2017, 2018 and 2019 Black Book Marketing Research winner in Compliance and Risk Management Solutions. Major Customers include Advocate, Trinity, OhioHealth, Sentara, UVA, University of Miami, and CHRISTUS.

In January 2018, Altaris Capital Partners made a significant investment in Clearwater to support future growth. Altaris is a private equity firm focused exclusively on the healthcare industry with \$2.4B of equity capital under active management. Fueled by this recent funding, Clearwater is in the process of implementing an aggressive strategy to capitalize on the rapidly growing market demand for its risk management solutions.

POSITION SUMMARY:

The Director of Business Development and Strategic Partnerships will lead the identification, development and execution of revenue growth strategies with a specific focus on channel relationships (i.e. law firms, private equity firms, insurance brokers and software resellers). This colleague will be a key member of the Company's Sales organization and will be integral to the Company's overall success.

SKILLS, KNOWLEDGE & EXPERIENCE REQUIRED:

- 10+ years in the healthcare industry with demonstrated track record of developing new partnerships and maturing existing ones
- Experience working with private equity and venture capital firms along with law firms involved in healthcare M&A transactions
- Experience working with resellers of SaaS solutions
- History of exceeding growth goals and/or quotas
- Subscribes to using a playbook; metrics-driven, with impeccable process management skills
- Demonstrated ability to quickly understand an issue, identify alternatives, quantify and assess, and objectively present recommendations that are in the best interest of the the Company
- Prior experience working in a start-up environment with an evolving go to market strategy
- Must be a strong believer in using Salesforce as an essential, non-negotiable tool
- Thorough understanding of SaaS and consulting business models, with HIPAA compliance, cybersecurity and information risk management a plus
- Self-starter, highly entrepreneurial with impeccable work ethic and a strong desire to win
- Highly organized, disciplined, process-driven, detail-oriented, and driven to productivity
- High degree of business acumen, judgement, professionalism and integrity

- Able to prioritize the most important tasks within a heavy workload and stay focused on meeting objectives
- Ability to conduct strategic, business-oriented conversations at a VP through executive leadership level
- Possesses strong written communication skills – can generate meetings with multiple personas in an account, develop and deliver engaging presentations, and write clear and concise proposals
- Sets goals and holds himself/herself accountable, measures progress against those goals
- Strong work ethic – will spend the time necessary to get the job done right, regardless of business hours
- Bachelor’s degree or higher in relevant field

SUMMARY OF DUTIES:

- Develop and implement strategies for building channel partner and referral relationships which may include law firms, private equity and venture capital firms, insurance brokers and software resellers, among others.
- Lead partner account strategies and add value in uncovering needs and leading prospects to our solutions
- Work closely with the Executive Leadership to align prospecting and existing partner expansion objectives and activities with the needs of the Company
- Maintain strong, C-level relationships with corporate partnerships.
- Inform and educate Sales Team members about new reseller, referral and partner sources
- Constant communication and collaboration with National and Regional account leaders to ensure an efficient handoff of sales opportunities
- Communicate regularly to senior management on progress and action plans for driving future results
- Highly focused on new partner and referral pipeline development

SPECIFIC JOB RESPONSIBILITIES INCLUDE:

- Develop an annual plan for each partnership, outlining key strategic priorities for the relationship with the corporation for the year
- Monitor referral and channel relationships on a regular basis to optimize best performance
- Develop proposals and present to key target partners
- Prospect and secure new business and partnership opportunities leveraging deep industry relationships
- Create strategic recommendations catered to each partner's needs
- Serve as point-of-contact for all partnership-related inquiries
- Constant communication and collaboration with National and Regional account leaders to ensure an efficient handoff of sales opportunities
- Meet with leadership one-on-one weekly to review performance, partnership and referral opportunity progress, and targets
- Serve as the point of escalation for strategic concerns for partner and referral relationships
- Advance one’s own professional and technical knowledge by attending workshops and other educational trainings, participating in professional associations, and reading industry publications

YEAR ONE KEY SUCCESS FACTORS

The Director of Business Development and Strategic Partnerships will be responsible for, and his/her success evaluated, in the following key areas:

- Playbook development for target channels (i.e. law firms, private equity firms, etc)
- Identification and initiation of contact with principals of key firms within each channel (i.e. initial meetings, presentations, etc)
- Sales pipeline contribution directly related to partner referrals and relationships

WORK ENVIRONMENT

- Currently Clearwater is an entirely “virtual” company and all colleagues work from home. The company is considering opening a home office in Nashville in the future.
- Work from home and provides own computer, printer/scanner, computer audio capability, cell phone, Internet service and Microsoft Office software. Company provides subscriptions to Salesforce.com, Basecamp, Microsoft On Line Services, Encryption tools, Data backup, Zoom Meeting and other tools selected as standard by the Company. Extensive travel required.

COMPENSATION & BENEFITS

- Base salary and Incentive Bonuses
- Participation in Company’s Medical/RX, Disability, Life Insurance, and 401K benefit programs
- Flexible Time Off (FTO) vacation policy