

### Position Profile

Neighborhood Trust seeks a VP of Business Development to lead the growth of its fast-growing worker benefit suite of solutions, sold into both workplace and financial services channels. The VP of Business Development will adapt our B2B business model for operational sustainability; own marketing and sales strategy and execution; own customer portfolio management; cultivate at-scale strategic partnerships; and be accountable for the overall, end-to-end customer experience of our TrustPlus and Pathways solutions. The VP of Business Development will report to the CEO and oversee a 5-person team.

This is an opportunity to become part of a dynamic, results-oriented and mission-driven team. It is a remote-friendly position with an exceptional benefits package, including employer-paid premiums and generous PTO and leave options.

### About Us

Neighborhood Trust is a national, nonprofit social enterprise and marketplace innovator creating workplace and market solutions to better meet the financial needs of low wage workers. We inform our customers how to more effectively advance and support workers' financial needs, and we co-design innovative financial products.

We reach workers through TrustPlus, our worker benefit that provides trusted guidance via our team of financial coaches and our proprietary financial wellness platform. We also reach workers through Pathways, a technology platform and technical assistance service sold to credit unions and other financial institutions, enabling financial coaching services and data capture as part of core operations.

### About You

You are a believer in systemic change to redress economic inequality. You love to build the bike while riding it, ready to pursue aggressive sales goals today testing new approaches to our market positioning, sales strategy, and even our core business model.

You are both seasoned and scrappy. You lead by example and are ready for Year 1 (or more) to involve lots of direct sales to see what works—iterating pitch and strategy across various customer segments—and then, from there, institutionalizing this approach into a playbook and systems for the team.

### Your Responsibilities:

- Oversee TrustPlus' and Pathways' commercial growth and success. Design and execute on a business development strategy to achieve a 3-year goal of a national at-scale portfolio of paying customers.
- Build and iterate full sales cycle from strategy development, prospect creation, and negotiation to deal closure; including performance systems development.
- Lead and manage a 5-person Sales and Relationship Management team.
- Collaborate with the VP of Innovation and the VP of Financial Coaching to strengthen our solutions and market position.

**What You Have:**

- Strong commitment to our core values.
- Excellent oral and written communications skills. Strong powers of persuasion and the ability to close the deal as a vendor or a strategic partner. A powerful presenter.
- Ability to coach and inspire direct reports, leadership, Board and other staff.
- An ownership mindset.

**What You Bring:**

- 5-8 years of B2B business development/sales experience, with a demonstrated ability to sell into new markets and close opportunities with Fortune 1000 companies and complex entities (e.g., financial institutions, public institutions).
- Experience in a start-up, or with bringing a product to market, developing marketing / pricing and / or sales strategy and operation.
- Ability to synthesize data and help others make data-driven decisions.
- Strong organizational skills and high level of attention to detail.
- Experience with CRM, and in particular, Salesforce.

**Compensation and Benefits Package:**

- Total compensation available: \$140,000 to \$160,000 annually as a combination of base salary and performance-based incentives.
- 100% employer-paid medical, dental and vision premiums for employees.
- Eligible for 401(k) participation immediately, with up to a \$1K per year in employer match, vested immediately.
- 12 weeks paid family leave for full-time employees, with schedule flexibility upon return to work for eligible employees.
- Generous paid time off per year—12 paid holidays, 15 vacation days (grows with tenure), 6 personal/sick leave days, 1 civic engagement day.
- While periodic travel to NYC will be required, this position can be performed remotely and candidates located anywhere in the U.S. are encouraged to apply.

**How To Apply:**

Please submit your resume to Elio Pichardo at [epichardo@neighborhoodtrust.org](mailto:epichardo@neighborhoodtrust.org) with the subject “VP of Business Development”.

**Neighborhood Trust Employment**

We are committed to building a diverse and inclusive workplace that reflects the diversity of our clients. We especially seek applicants with lived experiences of financial hardship or systemic exclusion. Staff from all backgrounds can contribute meaningfully to our mission, and we recognize that those who come from the communities we serve have a uniquely powerful perspective. Neighborhood Trust is an equal opportunity employer and we are committed to equal employment opportunity in all decisions related to employment, promotion, wages, benefits and all other privileges, terms and conditions of employment.