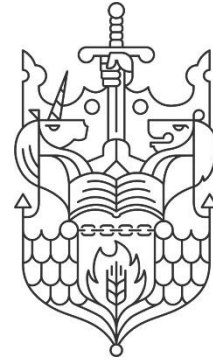


Job Description and Person Specification



Chartered
Insurance
Institute

Standards. Professionalism. Trust.

Job title	International Business Development Director		
Reports to (Job Title)	Chief Customer Officer (“CCO”)		
Directorate	Operations	Department	International
Salary			
Managing people responsibilities	Yes		
Budget Responsibilities	Yes		
Role Based	In Dubai Office		

Introduction	<p>The CII’s vision is that working together, as one united profession we will drive confidence in the power of professional standards.</p> <p>To achieve this vision, we are working to provide insightful leadership, relevant learning and a valued membership proposition to maintain and grow an engaged membership.</p> <p>In conjunction with the CCO, the post-holder will develop an International Strategy that reflects both the membership consultation feedback (Shaping the Future Together) and the Board’s International ambitions. The role holder will be focused on strategic delivery - launching and driving significant new revenues via the digital learning transformation; building influential relationships with regulators and governments to increase the international support for professionally qualified employees. Identify and build relationships with partners across the geographies launching distribution partnerships through to strategic partnerships representing the CII in new geographies.</p>
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<p style="text-align: center;">What we are looking for</p>	<p>You will have a proven track record of running commercial businesses in Central and South Asia and Middle East; additionally, be experienced in effectively managing Corporate, stakeholder and partnership relationships at a senior level together with demonstrable success in securing and winning new major business partnerships.</p> <p>You should have experience or the necessary gravitas to work with Regulators and Governments Internationally. You have a large network and are known as a key influencer for the professions.</p> <p>You will have an in-depth knowledge of business dynamics and key influencers in the Middle East and Central and South Asian regions</p> <p>You will demonstrate gravitas and be an accomplished public speaker, able to act as the ambassador and voice of the CII internationally. You will be a great coach and eager to lead your own local team, support all your international colleagues and collaborate with your UK colleagues.</p>
<p style="text-align: center;">Experience, knowledge and Qualifications in the related area</p>	<p>You will be CII qualified or qualified in your chosen field and have a good working knowledge of the General Insurance, Financial Planning, Protection, EBC and Life & Pensions sectors.</p> <p>You will have a proven track record in pitching for and securing major new business partnerships whilst having a successful track record of making impact at a senior level</p> <p>You will seek to become a reliable source of strategic thinking both for the markets but also the regulator and governments. The press will seek your opinion when speaking about Insurance or Financial Services</p> <p>You will be a strategic thinker comfortable with leading change, developing a strategic plan for the Board.</p> <p>Comfortable managing press, developing personal and organisational profile, getting message across</p>
<p style="text-align: center;">Managing own workload</p>	<p>The post-holder must have extensive knowledge of the local regional markets (Middle East and Central and South Asia) and be able to work at both strategic and operational level due to the scale of our international presence. You must be a self-motivator with experience translating goals and vision into practical and achievable actions and set self and others smart goals, revenue targets and operational surplus goals.</p> <p>You will also be required to feedback knowledge of and requirements in the local markets and work with others to translate this into new product ideas. You will do this in collaboration with the other Regional Directors and the UK proposition and operations teams</p> <p>You can champion standards and quality in others and self</p>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Define the expectations within the first month of employment</p>	<p>Within one month you'll:</p> <ul style="list-style-type: none"> • Understand the CII international markets, key clients, and external stakeholders • Build relationships with the senior partners, stakeholders, and clients from Central and South Asia, ensuring no loss of revenue or reputation • Understand CII's current business model, processes, resources, activities, strengths, and weaknesses. • Build relationships with the Executive and Senior Leadership teams. • Be able to assume day-to-day responsibility for business development; partnership development, delivery of digital transformation and regulator/government relationships
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Define the expectations within the first six months of employment</p>	<p>Within six months you'll:</p> <ul style="list-style-type: none"> • Develop an international strategy for Board Approval with CCO • Inform and develop an enhanced CII market proposition for existing and a new proposition for new revenue opportunities • Have partnership model underway in your markets and support other regional directors with implementing this best practice • Lead on the achievement of sales targets and adherence to operating budgets. • Additionally focus on developing and securing new opportunities which provide access to identified new markets for the CII and expand our reach in existing markets. Ensure the team have a clear sales plan to achieve these revenue targets in respect of protecting and developing existing markets together with building and growing new market opportunities • Develop a leadership profile and presence in each of our relevant sectors, with regulators and Governments • Strategically understanding the external market forces within our industry and profession including but not limited to business revenue models and product propositions.
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Define expectations for post holder for the period after 12 months in the business</p>	<p>With twelve months and ongoing...</p> <ul style="list-style-type: none"> • Delivery of the year-on-year sales plan and international strategy and business plan • Keep sight of local tax and local compliance matters. • Identify and develop new markets and opportunities to establish the CII as a relevant source of delivery for the improvement in professional standards across broader markets in Middle East and Central and South Asia • shape the enhanced international product proposition to deliver on the incremental revenue requirements of the CII strategic plan. • Take an active leadership position within the Senior leadership team and wider business challenging protocols and acting as an innovator • Identify new opportunities for growth

	<ul style="list-style-type: none">• A motivational leader of people and matrix teams to deliver quality outcomes• Influence industry and government playing a pivotal role within the industry, to continue to raise the professional standing and public confidence and standards of the industry and profession, whilst retaining the CII as an organisation of relevance
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The competencies we are looking for are:

<p>Judgement: Decision Making and Problem Solving</p>	<p>That you will....</p> <ul style="list-style-type: none"> • Operate with maximum autonomy, the buck stops here • Deal with ambiguity and complexity in an unfazed manner, asks penetrating questions to drill into critical issues • Identify, interpret and address relevant external factors. • Assess issues – especially medium-term and Long-term factors. Make decisions that are clear and practical.
<p>Leadership – accountability and delivery</p>	<ul style="list-style-type: none"> • Lead by example to motivate and performance manage. Cascade objectives and responsibilities through the levels. Apply diversity and inclusion principles within workplace setting. • Overall group delegated budget responsibility • Sponsor high-level projects and pre-empts issues by taking corrective action of potential issues and risks. • Sets the CII strategic objectives by consider future proofing strategies. Assess internal and external factors that impact upon strategy. Be able to connect team’s work to strategies and objectives. • Creates a working environment where creativity is the norm and is rewarded and supported. Actively encourage and support creative and innovative thinking in others. Use facilitation tools and techniques to stimulate creative thinking and discussion at all levels. Support team and colleagues to take a risk that will benefit the CII. • Creates a working environment where trying new things is acceptable to reach challenging goals and persist until individual and team goals are achieved and commitments met. Understand risk culture, including taking of opportunities while managing risk. Clarify and articulate the diverse requirements of customers/members to support delivery of professional excellence and expertise. Use insights to determine and drive outcomes and quality. Translate complex aims into clear and manageable plans, determine resource requirements to support implementation.
<p>Influencing and persuading: relationship building and managing stakeholder relationships</p>	<ul style="list-style-type: none"> • Build effective, mutually beneficial relationships at a C-suite level with key external stakeholders – employers, policymakers, strategic suppliers • Display outstanding verbal and written communication skills – be able to ‘get across a point’ in a persuasive and clear manner. Respond at pace and professionally. Be able to translate complex data into a compelling narrative. • Act as an outstanding ambassador for the CII, representing the CII ‘viewpoint’ on a wide range of matters, many of which may emerge impromptu during Q&A. Speak with confidence and credibility – not just in your own specialist area. Comment on industry wide issues with credibility. Present effectively with or without ‘props’ (e.g., slides). • Operate with a variety of styles (gravitas, assertiveness and diplomacy) as the need arises. Use body language, eye contact, physical presence to enhance impact. ‘Thinks on one’s feet’ in unexpected situations. • Actively encourage and challenge critical thinking, encourage team to form and articulate opinions based on facts and evidence. Utilise active listening to maintain open dialogue. Promote transparent approaches

<p>Technical Knowledge: your experience, qualifications and subject matter knowledge</p>	<ul style="list-style-type: none"> • Hold ACII, APFS or equivalent level qualification from a professional body relevant to functional specialism. • Evidence strong understanding and expertise in your functional specialism. Identify with a relevant market/technical issue within the CII – for which they are the ‘go to’ person. Write articles or blogs that are thought-provoking, challenging, insightful – and enhance the CII’s reputation at the top table. • Apply relevant experience to CII issues- including experience from outside the sector, and/ or experience from working for businesses within the sector, and/or experience from other professional bodies. • Scrutinise, interrogate and interpret MI reports.
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The CII story

We are here to build public trust.

To find out more about the CII and the Personal Finance Society (PFS) - the body of the CII dedicated to the financial advice market - visit www.cii.co.uk or www.thepfs.org

We value very highly the benefits of having different points of view and experiences. Accordingly, we hope to receive applications from a wide range of talented people irrespective of their religion or belief, gender, age, gender identity, disability, sexual orientation, ethnic origin, political belief, relationship status or caring responsibilities.

We are committed to promoting equality and diversity and to building a workforce reflective of the communities we serve.