



VICE PRESIDENT, BUSINESS DEVELOPMENT

Job Summary: The VP of Business Development role is responsible for leading new business opportunities end-to-end, from origination to closure. This including a diverse set of activities including establishing trust, negotiation, underwriting, coordination of M&A, financing support, real estate development support, etc... The VP/Director must be able to present as a leader in our industry and develop rapport with leading surgeons and health system executives. The person must be able to parse through all available information to appropriately calibrate project risks, ensure strategic fit with Compass, and maintain integrity of Compass' process. The position will involve significant travel. This will be accomplished while operating fully inside our Mission and Values. Position title and responsibility may adjust based upon skill and experience.

FLSA: Exempt	Last Updated: 12/15/2021	Reports to (Title):	SVP, Development
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Responsibilities:	% of Time
<p>1. Leading and Closing New Surgery Center Deals</p> <ul style="list-style-type: none"> - Within assigned segment or territory, establish physician relationships - Develop intense market knowledge for assigned geographies or segments - Ensure accurate completion of financial projections and risk analysis for new deals - Drive leads in assigned territory/segment through grassroots relationship development - Build trust, both with individual surgeons and with the market at large - Manage deal timelines and communicate often with internal CSP stakeholders - Ultimately, complete the closing - Ensure seamless transition to operations including clear establishment and communication of operational and strategic goals as it relates to new projects 	80%
<p>2. Marketing and Outreach Support</p> <ul style="list-style-type: none"> - Proactively support public relations efforts through development of content for marketing efforts - Proactively support and engage CSP marketing/PR efforts - Support thought leadership activities 	20%

Competencies: (What are the *competency* requirements for the position?)

Strategic Thinking	<ul style="list-style-type: none"> ● "Question-first" mentality to uncover strategic hurdles within new opportunities ● Ability to understand various sides of problems and prepare in advance for potential barriers ● Able to say "no" to no-strategic opportunities
Business Acumen	<ul style="list-style-type: none"> ● Must have strong understanding of healthcare provider business (ASCs preferred) ● Must understand finance, real estate, and be able to navigate complex contracts ● MBA preferred, but not required
Professional	<ul style="list-style-type: none"> ● Able to consistently and professionally deliver CSPs value proposition to the market ● Unwavering in the face of adversity
Trust-Building	<ul style="list-style-type: none"> ● Ability to quickly develop trust within new external relationships ● Strong, transparent, honest internal communication ability
Proactive	<ul style="list-style-type: none"> ● Self-motivated driver ● Proactive curiosity leading to enhanced industry relationships ● Strong interpersonal skills, willingness to seek and establish relationships with specific individuals ● Endurance, resists deal fatigue for correct opportunities
Time Management	<ul style="list-style-type: none"> ● Multi-tasking and ability to prioritize; ● Responsive to client and colleague requests with strong sense of ownership ● Adherence to internally and externally generated deadlines

Travel Requirements: Consistent Travel	25% to 50%
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