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# Senior Manager, Business Development

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Widely recognized as Canada's leading litigation practice, we have successfully represented clients' interests in some of the most complex, high-profile cases in Canadian legal history. Focusing exclusively on litigation and advocacy, we practice across dozens of legal areas and industries and represent our clients where it counts – on our feet in all levels of the courts and before every kind of tribunal. Our subject-matter expertise and extensive courtroom experience is consistently recognized by clients, peers, and senior members of the legal profession in leading legal publications, including Chambers Canada and Lexpert. We offer the opportunity to work alongside and learn from some of Canada's most highly regarded litigators and business professionals. Learn more at [litigate.com](http://litigate.com).

Lenczner Slaght is currently seeking a **Senior Manager, Business Development** to join the team.

## ROLE DESCRIPTION

Reporting directly to the firm's Chief Client Officer (CCO), the Senior Manager, Business Development will play a pivotal role in supporting the formulation and execution of the firm's business development strategy and initiatives while overseeing client-centricity in all aspects of the firm's business.

The successful candidate will need a working understanding of law firm business development, and the various strategies and tactics used to develop a firm's brand, raise the profile of the firm's lawyers, while bringing in new clients and growing existing ones. In addition, a general understanding of project management principles will be valuable.

Success in this role requires the ability to build strong relationships across all roles and functions at the firm, and persistent support and follow-up with the firm's lawyers on the status of individual business development activities.

This unique role will not only offer a significant leadership opportunity, but an opportunity to work in a dynamic and fast-paced litigation firm that is committed and focused on building out its business development function.

## ROLES & RESPONSIBILITIES

### Planning, Budgeting & Reporting

- ▶ Together with the CCO, build, monitor, update and report on annual business development plans, KPIs and budgets.

### Practice & Industry Groups

- ▶ Through independent internal and market research, build a deep understanding of litigation services and the firm's competitive position in the Canadian legal market.
- ▶ Support and manage the development and execution of practice, client and industry team plans.
- ▶ Monitor legal and market trends to spot opportunities for practice, industry and client team plan enhancement.
- ▶ Liaise with the firm's Marketing team on any/all tactical elements of plans.
- ▶ Assist the CCO in monitoring plan progress and reporting results.

### New Opportunities

- ▶ Under the strategic direction of the CCO, lead the pursuit of all formal and informal new business opportunities and responses to pitches, proposals and RFPs.

- Further develop and institute an opportunities-process including a “go/no-go” policy.
- In coordination with Marketing, draft content describing the firm, its practices and lawyers’ experience for use in proposals, pitches and firm collateral.
- Develop tailored representative work lists for use in pitches and proposals and other marketing collateral.
- Track, report, and analyze proposal outcomes (win rates, etc.).

#### **Individual Lawyer Business Plans & Coaching**

- Develop new and update existing business plan templates for individual lawyers.
- Support lawyers in the development and the tactical execution of their business plans.
- Identify and assist lawyers in obtaining and executing new profile building opportunities that are consistent with their plans and the firm’s broader business development strategy.
- Support lawyers in their preparation for and follow-up after profile building opportunities to ensure strong return on the firm’s investment.
- Monitor progress on lawyer plans and report on results.

#### **Partner Onboarding & Offboarding**

- Together with the CCO, support the development and execution of plans, processes and programs to support effective partner onboarding (through internal progression and lateral hiring) and offboarding (through retirement, appointments or lateral moves) to best support and align with client needs.

#### **Client Events**

- Together with the Marketing team, support the planning and execution of client events to ensure best-in-class client experience and alignment of event goals with individual lawyer, practice and firm business development plans.

#### **Training & Presentations**

- Together with the CCO, develop and deliver general training on business development best practices to various legal and professional groups throughout the year.

#### **Business Development Team Management & Coaching**

- Hire, onboard, mentor, and manage junior team members.

#### **EDUCATION & EXPERIENCE**

- This is a senior business development role requiring a minimum of 7 years of client development experience in a law or other professional services firm.
- Experience supporting litigation and advocacy practices preferred.
- Experience in project management is ideal.
- Commensurate experience will be evaluated in the context of a candidate’s full profile.

#### **KEY SKILLS & CHARACTERISTICS**

- High achieving and driven performer.
- Ability to think strategically, develop tactics, and execute, assess and report on them.
- Highly organized and able to juggle multiple demands and deadlines at any given time.
- Superior written and oral communication skills including the ability to effectively interact with all firm members and influence senior stakeholders.

- Willingness to “roll up sleeves” and operate at whatever level is needed to accomplish tasks.
- Maintains confidentiality and operates with discretion.
- A team player with a keen ability to adapt and respond appropriately in various situations.
- Proficiency with MS Office (Outlook, Word, Excel, PowerPoint).
- Technical aptitude for learning various applications, including CRM systems.
- Strong attention to detail.

#### OTHER INFORMATION

- **Reporting Details:** Reports directly to the Chief Client Officer.
- **Hours of Work:** 9 am to 5 pm. Flexibility in working hours can be expected to meet the needs of the firm.
- **Work Arrangement:** This role is hybrid (minimum three days a week in the office) in accordance with the firm’s current policy, which may be amended at any time.

#### WHAT DIFFERENTIATES US?

**We’re expert litigators.** Our experience is why people turn to us in the most difficult situations. We have done tens of thousands of cases, thousands of hearings, and hundreds of trials and arbitrations for our clients. Litigation is our passion and focus.

**We’re bold innovators.** As deep thinkers and problem solvers, every person at our firm can envision, plan and execute big ideas. If it hasn’t been done before, we aren’t afraid to be the first. See our award-winning programs: ReferToHer™, Commercialist.com, and Data-Driven Decisions.

**We’re team players.** We are a firm with deep values, centered around our commitment to excellence and winning. We promote supportive, collaborative working relationships. We know the power of our people and we intend to harness that for the benefit of our firm, our clients, and our industry.

**We’re future focused.** To remain number one, we recruit and develop top talent – this includes lawyers and non-lawyer alike. We attract the best clients and work on the best cases. We live our values. We professionalize our business. And we implement big, bold ideas. In short, we’re prepared for the future and committed to success.

**We’re diverse thinkers.** We are committed to equity, diversity and inclusion because our varied perspectives, backgrounds, identities, and cultures are our greatest assets – it enhances our collaboration, problem-solving, and litigation strategy. That’s what gives us an edge with our clients.

**We’re award winners.** We’re driven to be number one for our clients and for ourselves. We have been recognized by Lexpert as the #1 firm in Toronto for Litigation for 22 consecutive years and are ranked top-tier by world-renown directory, Chambers Canada. We strive for excellence in everything we do.

#### HOW TO APPLY

**Qualified candidates are asked to submit their cover letter and resume to Isabelle Naraine (Director, Human Resources) [here](#).**

Lenczner Slaght invites applications from all qualified candidates. We encourage applications from candidates with diverse backgrounds. We are committed to advancing inclusion, diversity, equity and accessibility in the workplace. Accommodation will be provided in all parts of the recruitment and hiring process. Please direct all questions, including requests for accommodation, to [Human Resources](#).