



WE ARE HIRING



The Botswana Public Officers' Medical Aid Scheme (BPOMAS) is the country's largest Medical Aid Scheme which provides its members with comprehensive medical aid cover and complementary value adding benefits. We are looking for highly driven and motivated professional to fill the following position:

Head of Business Development (Re-advertisement)

Location: BPOMAS Office, Gaborone

Purpose of Job:

The Head of Business Development oversees effective delivery of the BPOMAS Group business and commercial activities, including strategic partnerships, investor relations, project management and development of new business opportunities and product development.

The role is responsible to increase and diversify growth opportunities for BPOMAS and BPOMAS Property Holdings (BPH); to maximize revenue; lead in development of strategies to penetrate the market; increase market share; develop new business relationships, services and products; generate and negotiate new offerings for BPOMAS to generate value and perform to set performance targets.

Key Responsibilities:

- Develop and implement effective business development strategies that will increase revenue generation and increase market share. Provide oversight on performance of key performance areas.
- Develop strategies to improve market presence and business growth.
- Develop and implement strategic initiatives to address performance gaps.
- Undertake market research analysis and benchmarking to understand the industry and to determine the organization's competitor advantage, market opportunity, risk assessment and any key information relevant to the organization's business development strategy.
- Develop and manage an updated market database informed by market research for accurate information on market and business growth opportunities for BPOMAS and BPH.
- Achieve growth and revenue goals by developing and implementing successful business development strategies.
- Manage key projects across the business, ensuring all projects achieve project goals and are delivered within budget.
- Oversee development of appropriate products in response to market needs.
- Review product performance, conduct product reviews to enhance product offerings.

- Monitor present and future trends, practices and systems to ensure that products are competitive in the marketplace.
- Drive new products and services driven by new technology and intelligence.
- Explore strategic partnerships for trade off opportunities to advance the growth and development of the organization; identify strategic partners and alliances.
- Develop appropriate stakeholder partnerships to achieve the business mandate.
- Provide oversight on project management, including service level agreement (SLA) management.

Qualifications:

A business-related degree from a reputable, recognized institution of higher learning. A post graduate degree will be an added advantage.

Experience:

Minimum eight (8) years' work experience with a minimum of (3) years' managerial experience in a business development related field.

- The Head of Business Development must have the ability to:
- Develop strategies relevant to achieve business goals and revenue generation.
- Develop business partnerships.
- Grow the business through aggressively and continually exploring new business opportunities and establishing effective customer retention strategies.

Skills & Competencies

- Business Development
- Business Analysis
- Project Management
- Strategic Thinking
- Commercial Effectiveness

Interested applicants should submit their applications (Cover Letter, Curriculum Vitae (CV), Qualifications and references) to recruitment@bpomas.co.bw

A vacancy reference must be made when applying.

The closing date for all positions is **31st January 2025 at 1700hrs.** Only shortlisted candidates will be contacted.