



WILLIAM GRANT & SONS

ROLE PROFILE

Role Title	Head of Business Development
Internal Reference	CEN-0540
Business Unit / Group Function	Central Services
BU Team / Sub-Function	Business Growth
Location	Richmond
Team Leader Role	Business Growth Director
Role Level	3A
Team Members	Yes
Role Purpose Control the appraisal and execution of external investment opportunities, as well as organic business development initiatives to address corporate priorities as agreed with WG&S EB. Control delivery of corporate-level market and competitor analysis to provide practical insights that inform WG&S EB decision-making.	
Accountabilities <ul style="list-style-type: none">• Lead the appraisal and execution of external investment opportunities, acquisitions and joint ventures through delivery of robust and practical financial and valuation analysis/modelling, as well as development of transaction terms, contracts and integration plans through collaboration with WG&S EB and Business Unit leaders.• Develop and manage external relationships with investment banks, investment brokers and start-up spirits companies as part of a practical M&A screening process aligned with WG&S corporate governance.• Lead organic business development initiatives to address corporate priorities as agreed with WG&S EB, including planning for specific markets, brands and operations, analysis to feed into WG&S' C5YP, route to market development and organisation design.• Lead delivery of corporate-level market and competitor analysis to provide practical insights that inform WG&S EB decision-making, with particular focus on an annual Situation Refresh assessment ahead of Group C5YP and quarterly / bi-annual competitor reviews to support EB understanding of WG&S relative performance.• Produce EB and SB quality reports that articulate Business Growth project outcomes, decisions and risks.• Set work priorities for the Business Growth team with the Business Growth Director and manage allocation and delivery of projects across the team.• Support the Business Growth Director with development of team capability, recruitment, quality assurance of team member deliverables and management of team budgeting.• Assume line management responsibility for Business Growth senior analyst / analysts, and agree day to day management based on project allocations with the Head of Corporate Planning and Business Growth Lead	