JOB TITLE: Director, Corporate Development & Strategic Growth

DESCRIPTION

Under the direction of the Chief Operating Officer, the Director of Corporate Development & Strategic Growth will lead the Association-wide strategy and execution of corporate development projects, strategic partnerships, sponsored initiatives, licensing, and emerging business opportunities. The position is accountable for sustainable non-dues revenue growth while ensuring that partnerships, products, and funded programs align with ADCES's mission, strategic plan, clinical credibility, and organizational priorities. The Director will serve as a strategic connector among industry partners, healthcare stakeholders, internal subject matter experts, and cross-functional teams to develop and scale educational, clinical, digital, and knowledge-based solutions. The Director will lead the Industry Allies Council and collaborate with Product Management, Science and Practice, Education, Marketing and Communications, Finance, Membership, Accreditation departments, and other teams to move opportunities from concept through funding, implementation, reporting, renewal, and expansion.

DUTIES AND RESPONSIBILTIES

- As a member of the management team, will develop and execute annual and multi-year corporate development and strategic growth plans, including revenue goals, priority markets, partner strategies, pipeline targets, and performance measures.
- Will lead cross-functional opportunity development with Product Management, Science and Practice, Education, Accreditation, Membership, Marketing and Communications, Finance, Meetings, and other teams to identify sponsor-appropriate initiatives, shape compelling offerings, secure funding, and achieve annual revenue goals.
- Lead the development of proposals, grant requests, sponsorship packages, licensing offers, scopes of work, budgets, business cases, and executive presentations. Ensure submissions are persuasive, financially sound, operationally feasible, and aligned with partner needs and ADCES priorities.
- Cultivate and expand relationships across pharmaceutical, device, diagnostic, digital health, technology, payer, health system, and other relevant sectors. Maintain a disciplined opportunity pipeline and advance relationships from initial insight through agreement, renewal, and strategic account growth.
- Identify and develop scalable revenue opportunities using ADCES intellectual property, curricula, practice resources, survey insights, clinical expertise, digital assets, and educational capabilities, including licensing, knowledge services, implementation toolkits, resource centers, and AI-enabled content opportunities with appropriate safeguards.
- Translate market trends, member needs, clinical priorities, partner interests, and organizational assets into new products, services, convenings, and funded programs. Assess market need, differentiation, delivery requirements, pricing, revenue potential, risk, and return on investment before advancing concepts.
- Partner with program and product leaders to design and deliver initiatives in diabetes technology, type 1 diabetes screening and care pathways, cardiometabolic and CKM education, obesity and weight-related care, medication management, workforce development, quality improvement, and other strategic areas identified by ADCES.
- Lead the Industry Allies Council (IAC), including strategy, member value, engagement, programming, revenue, expenses, renewal, and opportunities to deepen partner relationships.
- Partner with Director of Content/Business Strategy and Director of Education to establish clear handoffs, workplans, roles, timelines, contractual obligations, and reporting expectations for funded initiatives.

Support documentation and fulfillment of partner deliverables while maintaining appropriate separation between funding relationships and independent clinical or educational decision-making.

- Collaborate with Finance and legal or contracting resources to support pricing, budgeting, contract review, intellectual property terms, licensing rights, data use, AI-related provisions, invoicing, revenue recognition, and financial forecasting.
- Define and monitor business development metrics, including pipeline health, proposal conversion, revenue, margin, renewal, partner diversification, program outcomes, and return on investment. Use findings to improve offerings and inform leadership decisions.
- Prepare concise, decision-ready reports and presentations for the Board of Directors, Chief Officers, management team, and other stakeholders on pipeline, revenue performance, partner strategy, market opportunities, risks, and recommended actions.
- Develop and manage the annual Corporate Development budget and contribute to revenue forecasting, scenario planning, resource allocation, and evaluation of the financial sustainability of new initiatives.
- Recruit, supervise, coach, and develop department team members and assigned contractors. Build clear roles, accountable workflows, and a collaborative, high-performing culture.

KNOWLEDGE, SKILLS, AND ABILITIES

- Demonstrated success in healthcare business development, strategic partnerships, association corporate relations, product or service commercialization, healthcare consulting, or a related field.
- Ability to understand complex clinical, educational, and market needs and translate them into fundable, scalable, and mission-aligned solutions.
- Strong consultative selling, opportunity qualification, negotiation, pricing, business case development, and strategic account management skills.
- Results-oriented, with the ability to build and execute short- and long-term revenue plans while balancing mission, reputation, partner value, operational capacity, and financial return.
- Exceptional written, verbal, and presentation skills, including the ability to create compelling proposals, executive briefs, partnership narratives, and recommendations for varied audiences.
- Strong analytical, financial, strategic, and leadership skills, including comfort interpreting market, member, program, and financial data.
- Experience with CRM platforms and ability to use HubSpot to document organizations, contacts, proposals, and communications and report sales activity to leadership.
- Ability to work with Finance Department to monitor invoices, payments, budget projections, and revenue allocation.
- Ability to schedule strategic discussions with industry partners at industry-related conferences, including but not limited to ADA, ATTD, and EASD. Prepare colleagues for meetings, document conversations, and follow-up on next steps.
- Working knowledge of content licensing, intellectual property, digital products, data use, and emerging AI-enabled knowledge services; ability to partner with legal and subject matter experts on appropriate safeguards.
- Must be able to build credibility and work effectively with corporate executives, board members, healthcare leaders, clinical faculty, volunteers, fellow directors, and internal teams.
- Able to lead cross-functional teams through the full opportunity life cycle: discovery, concept development, feasibility assessment, proposal, contracting, implementation handoff, reporting, renewal, and expansion.

- Curiosity and capacity to understand diabetes care, healthcare delivery, professional education, reimbursement, technology, and industry trends, and to engage partners proactively while protecting ADCES's independence and credibility.
- Strong project and portfolio management skills, sound judgment, attention to detail, and the ability to manage competing priorities in a fast-moving environment.

EDUCATION/EXPERIENCE

- Bachelor's degree in business, marketing, communications, healthcare, public health, or a related field required; advanced degree preferred.
- Minimum of 5-7+ years of progressive experience in business development, strategic partnerships, healthcare innovation, product strategy, association revenue development, healthcare consulting, or a related field, including demonstrated success advancing strategic opportunities and generating revenue. Prior supervisory experience required.
- Experience in a nonprofit organization, professional association, medical society, healthcare company, continuing education organization, digital health organization, or consulting environment preferred. Familiarity with diabetes or cardiometabolic health is advantageous but not required.
- Demonstrated experience developing and implementing annual and multi-year growth plans, building opportunity pipelines, creating business cases, and meeting or exceeding revenue goals.
- Experience developing and closing complex, preferably six-figure, partnerships or funded initiatives and coordinating the internal resources necessary for successful delivery.
- Experience with sponsored education, grants, content licensing, digital products, healthcare programs, or knowledge-based services strongly preferred.
- Demonstrated ability to direct programs, products, convenings, and cross-functional initiatives from concept through measurable results. Format project, product or portfolio management experience is a plus. Prior people-management experience and demonstrated success leading cross-functional teams required.

PHYSICAL DEMANDS & WORKING CONDITIONS

The position requires the ability to perform standard office-based work, communicate and exchange information, prepare and review documents, and use common business technology. Occasional overnight travel, including overseas travel to attend conferences for several days, by air and/or automobile is required.

Work is primarily performed in a general office or remote-work environment. The position may occasionally require extended or non-traditional hours and participation in ADCES-sponsored events, partner meetings, and other in-state or out-of-state activities.

TOTAL REWARDS

This role is a salaried exempt position, paid on a bi-weekly basis, 37.50 hour/per week work schedule.

The salary range for this position is **$119,000- $135,000**, and is a good faith estimate based on industry and geographic market compensation data at time of posting, internal equity and organizational budget. Base salary offers are determined by candidate qualifications, relevant and applicable work experience, position specific skills, credentials, etc.

Our total rewards program is designed to reward and retain talented individuals who deliver exceptional service to our members and business partners. This includes:

- 401k plan - employees are fully vested at 100% from the first day of employment with ADCES contributing 6% of an employee's salary to the employee's 401(k) account.
- Comprehensive benefits package including Medical, Dental, Vision, Disability & Life insurance coverage, Flexible Spending Accounts (FSA), Employee Assistance Programs, Cariloop caregiver support, and a Pre-tax Commuter Program.
- Generous paid time off that includes minimum 2 weeks of vacation annually, 11 paid holidays, and 10 personal/sick days per year.
- Professional development, tuition reimbursement policy.
- Flexible hybrid work schedule environment, summer hours and casual dress.
- Discretionary incentive bonus program.

HOW TO APPLY:

To apply for any of our open jobs, please forward your resume and salary requirements to our email: hr@adces.org.

ABOUT THE ORGANIZATION:

The Association of Diabetes Care & Education Specialists is a multi-disciplinary professional membership organization dedicated to improving diabetes care through education.

With more than 11,000 members including nurses, dietitians, pharmacists and others, we have a vast network of practitioners involved in the daily treatment of people with diabetes.

Collectively, our alliances, member practitioner networks and academic partners uniquely position ADCES at the locus of change for the future treatment of diabetes.

The Association of Diabetes Care & Education Specialists is located at 125 S. Wacker Drive, Suite 600, Chicago, IL 60606.

ADCES is proud to be an Equal Opportunity Employer. We encourage and support diversity in our workforce.