



Role Profile

Chief Distribution Officer

Location

Head Office
Gloucester, GL3 4AH

Salary

Competitive for the right candidate

Contract Type

Permanent / Full-Time

Blackfinch Group is an award-winning investment specialist with a heritage dating back over 25 years. A trusted provider, we work in partnership with advisers. Our businesses cover tax-efficient solutions, early stage investing, managed portfolio services, property financing and renewable energy. As an environmental, social and governance (ESG) investor, we work for a positive impact. We're proud to be entrusted with over £600 million in assets under management and administration.



Purpose of Role

Responsible for developing the Sales and Operational strategy for the business the Chief Distribution Officer will support the realisation of our aggressive growth plans. This role will initially work with the current Chief Distribution Officer in championing our values, Adapt, Evolve and Thrive, ensuring their continued embedment into processes and the way we do things at Blackfinch.

Being fully conversant with our environment, you will use your strong knowledge of financial markets and investment products to command respect with your initiatives, both internally and externally. As an excellent people leader and team player you will inspire consistent high performance from the Sales team and their motivation and drive to achieve and exceed aspirations and ambitions.

Key Accountabilities

- Taking ownership of the ongoing development of the Sales Strategy ensuring that it directly supports the achievement of our aggressive growth plans.
- Being responsible for growing new funds raised through the effective deployment and development of the BDM team.
- Developing new initiatives to increase the number of IFAs supporting Blackfinch and devising strategies to identify potential target advisers for the existing product set. Introducing opportunities from outside of the current supporter base to allow the Blackfinch IFA base to widen further.
- Ownership of and responsibility for developing key adviser accounts, with an expectation of having strong, productive relationships with the decision makers at the largest regional firms.
- Working with the Director- Syndicate Operations in analysing and interpreting KPIs and implementing changes as a result of Management Information.
- Understanding the product range in a detailed way, in order to facilitate training and optimise market opportunities.
- Interfacing with the Chief Marketing Officer in order to create campaigns and to open new and productive channels for distribution.
- Assisting the current CDO in creating a competitive sales culture within the BDM team that delivers peak performance whilst maintaining a collaborative team environment and delivering outstanding customer service.

- Ensuring that training and mentoring is in place across the team to enable BDMs to increase knowledge and enhance performance.
- Overseeing the Internal BDM Team Leader and ensuring smooth and productive processes are in place to optimise performance across the team.

Essential Experience

- You will have successful experience in building and developing a sales team and in being able to form and execute a plan for identifying, hiring, training, and developing BDMs into a world-class sales force.
- Experience of process improvement through the use of technology and training, championing a consistent approach will be key to your success, as will be being comfortable operating in an environment of constant change.

Essential Skills & Qualities

- With a strong eye for detail and an ability to drawdown data and statistics which underpin KPI you will use this information and broader market information to identify areas for growth and improvement.
- An ability to communicate sophisticated messages in a clear and concise manner in front of both large and small groups, utilizing a variety of media, alongside your proven track record of being able to operate, and effectively influence, clients at Board level (ideally within large IFA firms and Networks) will be vital in motivating the team of BDMs that you will lead.

Essential Qualifications

- At least 5 years' proven track record of sales roles in the financial services sector and a Diploma level qualification in Financial Services.

If you believe you have the skills and experience for this role, we'd be interested to hear from you.

Apply by sending your CV and any other supporting documents to **HR@blackfinch.co.uk**.

If you require any further information about this role, we're here to help, contact us on 01452 717070.

Our Values

At Blackfinch we're working to make a difference in the world. We partner with advisers to meet client and business aims. Inspired by the work of Charles Darwin, we're named after one of Darwin's finches, which influenced his theories of evolution.

Our values of 'adapt', 'evolve' and 'thrive' run through everything we do. We continually adapt to changing markets, providing evolved products so that our customers can thrive. These values inform our work as an ESG investor, working towards a more sustainable future.



Offering a supportive environment, championing continuing professional development and sponsoring staff for qualifications.



One of the friendliest businesses in financial services, supporting our people, customers and investee companies.



Providing opportunities to progress plus to take up benefits, and to get involved in sponsorship and charity work
