



SMILES WANTED!



FOCUS on Making People Happy!

Our mission at FOCUS Brands is to **FOCUS on Making People Happy!**
 In addition to the requirements outlined on the attached role description,
 an important part of this role will include living up to the following Mission and Values . . .

OUR GUIDING VALUES:

- **Aim High:** we believe that each person should set personal goals to follow their dreams and we are committed to providing opportunities for people to achieve them.
- **Be The Best:** We believe in the unlimited potential of every human being and we believe that each of us has the opportunity to be the best we can be.
- **Get Results:** We believe that achieving results is the primary reason we come together as a team and we have a relentless commitment to beating last year's results and achieving our long-term goals.
- **Do What's Right:** We believe that all of us have the responsibility to conduct ourselves with integrity and to treat everyone with respect.
- **Go Green:** We believe that environmental sustainability is a worth goal and should play a role in all our decision making.
- **Have Fun:** We believe that life and work are meant to be enjoyed and having fun is part of our success.
- **Give Back:** We believe that each of us has the responsibility to help improve our communities and we work hard to make a difference in the lives of people around us.

Role	VP, New Business Development (Int'l.)
Operating Company	FOCUS Brands
Business Unit	International
Reports To	President, International Operations

HUMAN RESOURCES ONLY	
Prepared By	J. Boland
Created Date	
Revised Date	8-20-10
Exempt	<input checked="" type="checkbox"/> x <input type="checkbox"/>
Non-exempt	<input type="checkbox"/>

ACCOUNTABILITY

The Vice President, New Business Development (International) is responsible achieving new business development goals and objectives to enable the growth and success of FOCUS Brands international division.

PRIMARY RESPONSIBILITIES

- Ensures new business development annual targets are met or exceeded by directing the new business development process, from new franchise partner solicitation, pipeline management to deal closure.
- Develops and drives the achievement of the annual international new business development sales plan through internal (successful supervision of direct report and communication with cross-functional departments) and external sources.
- Effectively manages overhead and expense budget for international new business development team.
- Defines the profile of desired Franchise Partner characteristics, experience level and net worth; targets research to source qualified candidates.
- Provides potential Franchise Partners with accurate and thorough information within the boundaries of disclosure legalities; maintains working knowledge of franchising law as it related to new business development.
- Develops and provides reports outlining results compared to key performance metrics/targets.
- Manages and attends industry trade shows.
- Interfaces with legal and franchise administration to ensure our compliance to international franchise law and proper documentation of our transactions.
- Leads market study efforts coordinating with international team resources and third party service providers.
- Completes due diligence on candidates including complete background checks and validation of financial qualifications.
- Assembles final packages including business plans working with the candidates and the international team.

DESIRED KNOWLEDGE, SKILLS & ABILITIES (KSAs)

- Quick service, multi-unit, international franchise operations, and/or hospitality industry experience a plus.
- Undergraduate degree and/or a minimum of ten to twelve years international franchise sales experience.
- Ability to travel up to 50% of time.
- Ability to understand and relate to numerous Franchise Partners with diverse cultural and ethnic backgrounds.
- Demonstrated leadership and direct supervision skills.
- Proven ability to successfully develop and manage department/project budgets.
- Excellent interpersonal skills with a demonstrated ability to be flexible and effectively work with others as a team.
- Possesses a high degree of drive with a proven track record of achieving results.
- Excellent communication, organization and problem solving skills.
- Demonstrated track record for flexibility and urgency in prioritizing and organizing projects.
- Proficiency in computer skills, i.e. sales IT systems, Microsoft Word, PowerPoint, Excel and Outlook.