



World Business Chicago Executive Vice President, Business Development

The Organization

World Business Chicago (WBC) is the city's leading public-private economic development organization, uniquely positioned at the intersection of industry, innovation and community impact. With a mission to advance Chicago's global economic leadership, WBC orchestrates initiatives that attract investment, foster business growth and elevate the city as a destination for both talent and capital.

Founded in 1999 by the Civic Committee of the Commercial Club and the Chicagoland Chamber of Commerce, WBC emerged from a vision to build upon the city's economic legacy while preparing for the opportunities of the 21st century. Today, it operates as an independent nonprofit entity that works in close partnership with the City of Chicago and regional partners throughout the greater Chicagoland area.

Under the leadership of President & CEO, Phil Clement, who joined in 2024, WBC is headquartered in downtown Chicago and offers a wide range of services. These include:

- Business attraction and expansion
- Research and market intelligence
- Workforce development initiatives
- International business engagement

WBC's approach is collaborative and data-driven, with a focus on delivering results that benefit businesses, communities and residents alike.

WBC's economic development team allows the organization to engage stakeholders at every level. Its programs are designed to connect new and existing businesses with the resources, incentives and networks needed to succeed in a competitive global environment. The team works closely with prospective companies exploring relocation or expansion in the Chicago region, offering tailored guidance on market entry strategies, site selection, economic incentives and regulatory navigation.

Learn more about World Business Chicago [here](#).

Position Summary

World Business Chicago is seeking a dynamic EVP, Business Development to join its executive leadership team. This person will play a pivotal role in shaping and executing a

plan to meet the organization's goals of new jobs, job retention, capital investment and foreign direct investment across the Chicago region.

As a senior leader, the EVP will serve as a strategic thought partner to the President & CEO, contributing to high-level planning and decision making while also leading the execution of economic development initiatives. This role requires a relationship-driven executive who can build and manage partnerships with key stakeholders (i.e. partner organizations, site selectors, corporate leaders and regional economic development organizations.)

The ideal candidate is a hands-on, roll-up-your-sleeves leader who thrives in a fast paced, collaborative environment. They will work closely with a talented team of economic development professionals to strengthen internal capabilities, implement structured processes and foster a high-performance culture rooted in growth, innovation and impact.

Reports to:	Chief Executive Officer
Direct Reports:	Economic Development Team (7)
Other key relationships:	Chief Strategy & Innovation Officer Vice President, Research Chief of Staff/Inclusive partnerships Local and Regional Leaders
Position Location:	Chicago, Illinois
Compensation:	Base salary from \$165k+, commensurate with experience

Key Responsibilities

Strategic Leadership

- Collaborate with the President/CEO and other Department Leads to shape and implement strategies that advance organizational goals and impact
- Monitor macroeconomic trends to ensure WBC continues to provide relevant, comprehensive and valued offerings to stakeholders; champion leadership for new ideas and approaches to drive investment
- Serve as liaison to partner agencies and other entities critical to the success of the Business Development Group and the broader organization
- Develop and oversee the development of briefing memos and talking points material for WBC's president and the Mayor's Office, ensuring alignment with messaging priorities
- Identify and cultivate diversified funding opportunities organization-wide
- Budget and manage the financial and human resources of the Business Development group, ensuring fiscal responsibility and operational efficiency

Business Development Optimization

- Direct and engage proactively with outreach efforts to identify and cultivate new business opportunities aligned with WBC's mission and strategic priorities
- Lead the design, implementation and performance tracking of strategies and tactics that drive job creation, capital investment and international business development
- Guide team in the identification and delivery of incentives and financing, site selection, land use and zoning, and other inputs needed for successful firm recruitment and attraction
- Cultivate and manage Business Development relationships with key stakeholders (i.e. business executives, partner organizations, site selectors) including the commercial and industrial real estate community of Chicago
- Establish and refine project management procedures to ensure efficient and effective pipeline development and execution
- Collaborate with regional partners including managing the Greater Chicago Economic Partnership agreement in partnership with the Research Group
- Lead foreign direct investment opportunities including seminars, summits and projects that elevate Chicago's global business profile
- Oversee the planning and execution of in-person convenings and other signature events including FDI opportunities
- Partner with internal team to develop, implement, and improve business development marketing and outreach efforts

People Leadership

- Develop trust and maintain a visible, approachable leadership presence across all levels of the organization, fostering transparency and alignment
- Recruit, develop and retain talent via intentional mentorship, professional development and performance management practices
- Inspire and empower the team by modeling inclusive leadership, promote collaboration and nurture a culture of continuous improvement that values individual contributions and celebrates collective success
- Oversee reporting and other administrative duties necessary to ensure the efficient day-to-day operation of the Business Development Group

Leadership Competencies

The EVP, Business Development at World Business Chicago is expected to demonstrate the following leadership competencies:

- **Strategic Acumen** :: Understands the market, identifies trends and drives the organization to create comprehensive, competitive and breakthrough strategies.

Prioritizes strategically, leading the organization to pursue and capitalize on the most impactful opportunities.

- **Drives Results** :: Proactively anticipates future needs and creates mechanisms for overcoming hurdles, setting high standards for the organization, developing metrics and holding others accountable. Ensures organizational strategies are translated into measurable objectives and actionable plans.
- **Builds Talent** :: Attracts and develops high-performing teams and coaches other leaders to develop their own leadership capabilities and careers in line with organizational objectives. Ensures all leaders and team members challenge and support each other while respecting others' unique roles and contributions.
- **Builds Trust and Fosters Collaboration** :: Fosters a culture of inclusive collaboration by aligning priorities, facilitating transparent communication, and encouraging diverse perspectives. Demonstrates emotional intelligence through empathy, self-awareness, and the ability to build authentic relationships across varied stakeholder groups. Quickly earns trust and sustains it through respectful engagement and consistent follow-through.
- **Champions Innovation** :: Constructively challenges the prevailing wisdom or accepted ways of doing things. Pushes the organization to identify new approaches and uncover unconventional ideas that drive value using data and insights. Supports well-reasoned risks and new ideas. Encourages diverse thinking to promote and nurture innovation.
- **Relationship Orientation** :: Intentionally invests in building productive relationships, both internal and external. Builds rapport and extends trust to others. Works to understand others' priorities and develop mutually beneficial strategies and solutions. Builds strong formal and informal networks.

Ideal Candidate Profile

The ideal candidate will be a hands-on business development leader inspired by WBC's mission to drive growth and position Chicago as a global business hub. They are relationship-driven and collaborative, adept at engaging a broad spectrum of stakeholders from business executives to international delegations and government leaders. Strategic and sales-oriented, they excel at identifying, prioritizing and advancing business opportunities. They bring a high integrity, collaborative approach and results orientation through authentic and transparent leadership.

In addition to demonstration of the Leadership Competencies above, key skills and experiences desired include:

- 8+ years of leadership experience in business development, economic development, strategic partnerships or similar closely related field
- Inspired by WBC's mission to drive economic growth and job creation, support businesses and position Chicago as a leading global city for business

- Proven expertise and success in economic development including business attraction, real estate, local incentive programs, urban planning
- Relationship driven, with a proven ability to engage a wide range of stakeholders, from community partners to international delegations
- Sales-oriented and strategic, skilled at identifying, prioritizing and advancing business leads from concept to execution with a process that engages the team, organization and partners.
- Equally skilled and comfortable with working with highest levels of business and government leadership and executing day-to-day plans in collaboration with team and others to achieve results.
- Demonstrated success in leading diverse teams, cultivating individual growth while fostering collective achievement through collaboration and mentorship
- Emotionally intelligent and socially aware, with the ability to connect with others and build trust
- Capable of developing and executing strategies that attract, retain and inspire business investment in Chicago
- Effective communicator with strong writing, presentation and public speaking capabilities
- Experience with developing and effectively managing budgets
- Flexible, adaptable and proactive in navigating a dynamic and evolving landscape
- Familiarity with Salesforce software preferred
- BA/BS preferred in business, urban planning, public policy or related field



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