Capture Management Director

Concept Plus is a growing consulting firm headquartered in Fairfax, VA. We are an Oracle Gold Partner, offering deep technical expertise, combined with business insights and an experienced team focused on providing technical solutions for our clients. We are proud to have been recognized as one of the "25 Most Powerful Oracle Solution Providers" in the area! We offer great benefits including competitive pay, comprehensive health insurance, dental and vision insurance, paid life insurance, paid time off, 11 paid holidays, bonuses, tuition reimbursement, unlimited training, and the opportunity to work in a collaborative, flexible, innovative environment! For additional information about our dynamic organization, please visit our website. at www.conceptplus.com.

About the role

We are seeking a Capture Management Director to capture new business leveraging our presence and capabilities in key and emerging accounts. These high-end capabilities include data analytics, digital transformation, cloud and infrastructure, and Oracle Solutions.

This opportunity is unique. At Concept Plus, we understand the impact a great leader can have on our business. We are looking for an emerging leader who is seeking a role where they can truly shape a business and define the next generation of services we will deliver to our customers.

We possess a strong work ethic, focus on solutions and options instead of problems and challenges and maintain a relentless focus on our customers and our people. You must possess exceptional consulting skills, people skills, communication skills, analytical skills, capture skills, and account management skills. You should expect to work hard, be creative, learn every day in addition to leading, roll your sleeves up to get the job done, and be excited by the idea of building something amazing.

You will work directly for Vice President of Proposal Operations, collaborate with the P&L leader for that strategic opportunity, and join a talented executive team that has a strong collaborative and entrepreneurial spirit. You will play a critical role in the development and execution of a high growth strategy and other duties as assigned. If you are ready for this challenge and meet the requirements below, we are excited to meet you!

The Capture Director serves as a force multiplier for growth, leading teams from qualified opportunity through award. This highly visible role will be at the center of the pursuit of our highest value opportunities, working closely with the CGO and Business Unit leadership, Business Development, Proposal Management, Pricing, Contracts, and other functions.

The Capture Management Director will primarily focus on opportunities that we have identified as “Strategic.” These are considered our most important opportunities and require dedicated capture discipline as a result.

What you'll do

The Capture Management Director will serve as a key member of our BD leadership team and will have a significant role in growing CP's overall business while developing deep client relationships, collaborating with high performing engagement teams, developing new service offerings, mentoring staff, and delivering superior client service. The capture leader will focus primarily on capture management for strategic opportunities across all sectors.

Responsibilities

- Support capture of new and organic opportunities identified as Strategic by the Executive Team for Concept Plus.
- Mentor others on capture management. Concept plus follows the Shipley method for Capture Management.
- Develop a proficient understanding of CP's service offerings.
- Contribute to the growth of the company through capture and proposal writing.
- Strong problem-solving acumen
- Resilient and resourceful: distinctive ability to find ways around, over or through potential barriers
- Ability to work seamlessly with Business Development and Proposal Management
- Assist in developing and implementing comprehensive growth plans.
- Excellent organization and communication (e.g., executive-level presentation) skills, whether in virtual or in-person environments)
- Ability to build trusted relationships externally (e.g,. customer, teaming partners) and internally
- Must be able to lead and control meetings and bring groups of diverse personalities to consensus.
- Demonstrated ability to work within sales cycles and generate business opportunities. Manage the opportunity of lifecycle from end to end.
- Work collaboratively with other functional areas such as recruiting and contracts to complete capture tasks.

Capture Expectations:

- Priority 1 - Capture Strategic opportunities.
- Strong problem-solving acumen
- Resilient and resourceful: distinctive ability to find ways around, over or through potential barriers
- Capture tasks include but are not limited to:
  o Shape the Procurement
  o Extend Customer Relationships
  o Gather Program Intelligence
  o Confirm win themes, teaming approach, and technical approach
  o White Paper Development
  o Documented pricing strategy based on customer intimacy and competitor analysis

Qualifications

- 10+ years of professional work experience including 8+ years of capture experience in a federal system integrator and/or professional services firm environment.
- Demonstrate a successful history of winning new work, including capturing large, complex, multi-million-dollar projects.
- Must have a successful track record of winning Federal opportunities at the $50M-100M+ TCV (Total Contract Value) level.
- Experience with capture and leading a proposal response.
- Proficiency with proposal writing.
- Proven analytical abilities; ability to draw insights from findings and understand customer business issues.

- Proven written and verbal communication skills.
- Comfort working in a fast-paced, deadline driven environment across multiple business units.
- Willingness to travel up to 20%.
- Leadership and management abilities to oversee and ensure CP processes are followed; passion to help drive success of team members and clients; able to see the big picture and plan details for long-term success.
- Must be reliable, detail-oriented, and able to follow through on commitments. Strong process and planning skills, goal-oriented, task driven, and enjoys being part of a high performing team.
- Experience presenting results of work efforts to client or company management strongly preferred.
- Demonstrated track record of growing existing accounts and penetrating new accounts.
- US Citizen with the ability to obtain/maintain a government clearance.

Concept Plus is an Affirmative Action/Equal Opportunity Employer. As such, we will give your application full consideration without regard to your race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other classification protected by federal, state, or local law.