

## **BFCPHRJ – 01 – Head of Business Development | Business Development | Bahrain**

### **About the role:**

The Head of Business Development & Strategic Partnerships is responsible for identifying, structuring, and advancing strategic partnerships, alliances, and growth initiatives that create long-term value for the Group's financial services and fintech businesses.

The role focuses on strategic deal origination, ecosystem partnerships, and market expansion, while operational execution, revenue delivery, and customer management remain with the respective licensed entities.

### **Your Responsibilities:**

#### **Strategic Partnerships & Deal Origination**

- Identify, evaluate, and structure strategic partnerships with banks, fintechs, processors, card networks, technology providers, and ecosystem partners.
- Originate and negotiate partnership and alliance agreements that support Group and entity-level growth strategies.
- Lead complex commercial negotiations in coordination with Legal, Risk, Compliance, and Finance teams.
- Develop scalable partnership frameworks that can be leveraged across multiple Group entities.

#### **Market Expansion & Strategic Initiatives**

- Identify new business models, technology-led opportunities, and adjacent growth initiatives aligned with Group strategy.
- Challenge existing models and drive innovation through data, digital platforms, and ecosystem collaboration.
- Support feasibility assessment, commercial evaluation, and regulatory considerations for new initiatives.

#### **Collaboration with Operating Entities**

- Work closely with General Managers, Sales Heads, and Product teams to transition approved partnerships into execution.
- Ensure clear handover of partnership initiatives to entity teams for onboarding, integration, and revenue realization.
- Avoid duplication of operational sales, customer acquisition, or post-sales responsibilities.

#### **Business Case Development & Governance**

- Develop financial models, business cases, and strategic justifications for proposed partnerships and initiatives.
- Support internal governance processes by presenting partnership proposals to Group and entity leadership.

- Monitor partnership performance at a strategic level and report on outcomes versus objectives.

### **Market Intelligence & Reporting**

- Continuously analyze industry trends, competitor activity, emerging technologies, and regulatory developments.
- Provide timely market intelligence and strategic insights to Group leadership.

### **EXPERIENCE**

- Minimum 10–15 years of experience in business development, strategic partnerships, or corporate development within fintech, payments, banking, or financial services.
- Proven experience in structuring and negotiating complex commercial and partnership agreements.
- Prior exposure to multi-entity or group-level roles is highly desirable.

### **EDUCATION & TRAINING**

- Bachelor's degree in business, Finance, Technology, or related discipline.
- Master's degree in business administration or equivalent professional qualification is preferred.

### **INDEPENDENT ACTION & DECISION MAKING**

The role operates with strategic autonomy within Group-approved frameworks. Final approvals for material partnerships and commitments are obtained through established governance processes.

### **ACCOUNTABILITY FOR ACTIONS / RESULTS**

The Head of Business Development & Strategic Partnerships is accountable for building a strong strategic partnership pipeline and delivering long-term strategic value, while ensuring alignment with entity-level execution and regulatory boundaries.

### **KEY RELATIONSHIPS**

#### **Internal:**

- General Manager
- All Departmental Heads
- Group, Legal, Risk & Compliance
- Technology & Product Leadership

#### **External:**

- Banks
- Fintech & Technology Partners
- Card Schemes
- Ecosystem & Strategic Partners