

Business Development Manager (Commission-Based, 1099)

THE LEAGUES GROUP TLG Fraction+ division offers executive services (e.g. fractional and short-term President, CHRO, COO services) and custom business solutions for organizations from emerging startups to Fortune 500 companies. Our hands-on consultative approach enables organizations to achieve their objectives as we strategically help them scale, fill gaps, pivot, and rebuild with TLG partners experienced in their specific growth needs. Our specialty Areas of Practice include: Mergers & Acquisitions, HR Operations (Org Design, Talent Management, Total Rewards, Workspace & Real Estate, DEI, Systems & Technology, Engagement), startup scaling, global expansions/reductions, and org specific strategic projects and executive advising.

Position Overview

The Business Development Manager (BDM) will lead new business generation for TLG Fraction+ by identifying, engaging, and qualifying prospective clients. The role centers on outbound prospecting, early-stage sales conversations, and submitting interested, well qualified clients and opportunities to TLG Fraction+ for closing by the internal team.

This is a remote, 1099 independent contractor role for U.S. based professionals and the compensation structure is 100% commission based.

Key Responsibilities

- Proactively research and build targeted prospect lists of executives (CEOs, founders, private equity firms, business owners, and other senior decision makers) within agreed upon industries.
- Execute structured outbound outreach (email, LinkedIn, phone, and other channels) to introduce TLG's fractional executive business consulting services (sample outreach messaging will be given to you).
- Conduct initial qualification conversations to understand prospect needs, timelines, budget, and decision-making structure, and assess fit with TLG's service offerings.
- Clearly articulate TLG's value proposition around M&A support, HR operations, business scaling, and related executive consulting services in a polished and professional manner.
- Coordinate discovery or strategy communications between qualified prospects and the internal TLG team lead, ensuring smooth handoff and strong context.
- Maintain accurate, timely notes and status updates, including contact history, qualification details, and next steps.
- Consistently meet or exceed agreed activity metrics (outreach volume, meetings set, qualified opportunities created) and revenue-generation targets.
- Provide feedback on messaging, external factors, target markets, and related information to help refine positioning and go-to-market strategy.

Requirements

- Proven experience in B2B business development, sales, or lead generation, ideally selling professional services, consulting, or high-value solutions to executive level decision makers
- Demonstrated success securing time with CEOs, founders, PE firms, business owners, or similar senior leaders

- Exceptional written and verbal communication skills, with the ability to write concise, compelling outreach messages/responses and lead confident, professional conversations
- High degree of professionalism, discretion, and polish when interacting with senior stakeholders and any potential client's team member
- Strong comfort with outbound prospecting and a self-starter mentality; able to manage your own time, activity, and pipeline with minimal supervision
- Familiarity with using CRM tools, LinkedIn, and basic sales enablement/productivity tools
- Must be U.S. based with authorization to work as an independent contractor (1099)
- Experience in executive search, management consulting or relevant professional services environment, a plus
- Successful track record in commission-based or performance driven roles where compensation is tied directly to revenue produced, a plus

Compensation

- Role type: 1099 independent contractor, fully remote
- Compensation: Commission-only, earning 9% of total secured contract fees from clients you originate
- Commission details (to be clarified in contract, examples):
 - Upon signed client agreement, your 9% commission is calculated on total contract value (e.g., retainer plus project fees as defined); your 9% commission is confirmed when client's funds are received
 - Commission payments are disbursed within 14 days of receiving client's funds
- No cap on earnings; income potential scales with volume and quality of opportunities generated and closed

Expectations

- Maintain a consistent daily and weekly cadence of outbound activity and follow-up, in line with mutually defined KPIs
- Attend regular check-ins to discuss pipeline, targeting, messaging, and align on efforts
- Represent TLG's brand and services with integrity, kindness and professionalism in all communications

This role is ideal for a highly driven, relationship-oriented professional who has access to senior leaders experiencing growth, needing to pivot, with gaps on their senior leadership bench, or execs stepping into unfamiliar territories in their business. If you enjoy opening doors with senior leaders and helping them solve organizational challenges, while you earn uncapped performance-based revenue, submit your resume today.