
POSITION TITLE: Regional Business Development Director

Reports to: Chief Marketing Director / Studio Director

FLSA Status: Exempt

Department: Business Development / Marketing

Updated: March 2026

POSITION SUMMARY

The Regional Business Development Director plays a key role in shaping Legat Architects' growth in a rapidly expanding market. This role offers the opportunity to build meaningful client relationships, open doors in new and existing markets, and directly influence how the firm positions itself for future work. You'll work closely with leadership to identify opportunities, guide pursuit strategies, and strengthen the visibility of our Learning, Wellness, and Community practices.

You'll thrive here if you enjoy connecting with people, spotting opportunities before others see them, and helping teams win work. This is a role with room to lead, innovate, and make a measurable impact on both regional growth and firmwide strategy.

DUTIES + RESPONSIBILITIES

Business Development & Client Engagement:

- Partner with Segment Leaders to identify, cultivate, and pursue opportunities that support both regional and firmwide growth.
- Conduct targeted market research to identify trends, priority prospects, and upcoming capital initiatives that guide strategic positioning.
- Build and maintain strong relationships with current and prospective clients through outreach, networking, events, and consistent follow-up to strengthen visibility and trust.
- Collaborate with Marketing and Segment Leadership to shape and execute pursuit strategies that advance NSR goals and open doors in key markets.
- Track and manage opportunities, client interactions, and pursuit milestones in the firm's CRM (Treblehook) to support informed decision-making and pipeline visibility.

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QUALIFICATIONS

Education: Bachelor's degree in marketing, communications, architecture, or related field.

Experience: 5 –10 years of combined experience in marketing and business development in the A/E/C industry.

Technical Skills:

- Microsoft Office Suite (Word, Excel, PowerPoint)
- Adobe Creative Suite (InDesign, Acrobat)
- CRM experience (Salesforce, Treblehook, or equivalent)
- Familiarity with Deltek Ajera is a plus

Core Competencies:

- **Strategic Thinking:** Able to analyze markets, identify opportunities, and adapt to changing conditions.
- **Relationship Building:** Builds trust, rapport, and long-term client and partner relationships.
- **Communication:** Clear verbal and written communicator with strong storytelling skills.
- **Organization:** Strong time-management skills; able to coordinate multiple pursuits at once.
- **Professionalism:** Handles confidential information with discretion and integrity.
- **Business Acumen:** Understands market positioning, profitability, and client drivers and uses insights to guide pursuit strategy.

Performance Measures:

- Contribution toward achieving annual business development and revenue goals for the Indiana market.
- Effective and positive communication with internal teams and clients.
- Demonstrated initiative in building relationships and uncovering opportunities.
- Quality, timeliness, and win rate of proposals.
- Contribution to firmwide visibility and brand consistency.
- Consistent, accurate CRM updates and reporting.

Send resume and other qualifications to hr@legat.com; Subject Line: Regional Business Development Director 2026