

Director of Capture Management

Job Description:

In this role you are expected to thrive in a dynamic environment where you are responsible for the management and execution of the full BD life-cycle process across multiple simultaneous pursuits and proposals.

The Manager is also responsible for managing focused strategic pursuits and assuming primary ownership and accountability for the proposed solution maturation to include teaming and price to win strategies for compliant and compelling offers.

You will determine resource needs and leverage those assigned effectively; collaborating with subject and technical matter experts, functional leads, and Program Managers to effectively manage and lead capture efforts.

The ideal candidate will have previously served in previous business development and Capture roles with demonstrated experience leading complex pursuits.

Duties & Responsibilities:

- Assumes accountability for advancing and maturing opportunities toward high win probability and leads assigned captures with ownership of win strategy, solution development and ultimately responsible for development and delivery of a winning proposal for proposals >\$100M.
- Support overall capture planning and linking pursuits/capture activities which support the business development metrics for awards, submits, and pipeline.
- Participate in business planning activities, to include pipeline reviews, operating plan development, bid agenda development, opportunity collaboration sessions, win theme and discriminator workshops, and proposal writing and reviews.
- Engage Business Development and Program Managers to identify needs and constraints that impact winning solution and obtain insight to program requirements to develop plans for influencing requirements to better position TCOM products and capabilities.
- Translate requirements into robust win strategy, carefully tested and validated, and advances strategy to management and technical design with strong value proposition and differentiated bid elements based on compelling features and benefits.
- Assess probable competition and evaluate relative strengths and threats-conduct Black-hats, competitive scenarios, etc. Identify gaps and develop strategies to overcome weaknesses and mitigate risks
- Conducts and; leads and documents lessons learned.
- Develop, maintain, and brief Gate Review decision documents and participate in gate, pricing, teaming, and capture reviews, to include presentation of supporting rationale such as milestones, metrics, and budgets.
- Collect and leverage competitive intelligence to influence the win strategy and develop Price-to-Win.

Required Qualifications:

- Leadership skills to develop organize and execute significant capture activities, including building industry teams, assessing win probability, and executing

customer call plans to shape acquisitions in order to respond to and win business with new and existing customers.

- Highly proficient and proven ability in capture management based on industry best practices-- demonstrated proficiency qualifying opportunities with a strong background and understanding of building Win Strategy and using Price-to-Win techniques.
- Excellent interpersonal, problem solving, and business acumen demonstrating the ability to influence constructively and interact at the highest levels of the corporate structure is a prerequisite.
- Confidence and experience dealing with senior executives; ability to work effectively in fast-paced, time sensitive, and often multi-tasking environment.
- Ability to travel, as necessary in support of the capture.
- Ability to obtain and maintain a Secret clearance.

Desired Qualifications:

- 15+ years of experience and a deep understanding of all facets in effective capture management;
- Background and experience in the ISA market including knowledge of key competitors
- Strong understanding of US Government acquisition and source selection methodologies to include a demonstrated working knowledge of the Federal Acquisition Regulations (FAR)
- Extensive knowledge, experience, and success in capture process to include demonstrable understanding of all contract types (non-IDIQ, IDIQ - single or multiple award contracts), as well as payment types (e.g., FFP, T&M, cost plus)
- Ability to use automated tools such as Microsoft Office to present ideas, information, and reports and a customer relationship management to track opportunities and manage pipeline
- Driven and orientated towards solving rather than solely identifying problem areas is a preferred characteristic of the ideal candidate.