**Zellis BU Strategic Alliance Lead**

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| Job title | Zellis BU Strategic Alliances Lead | Job family | Commercial |
| **Grade** | TBC | **Reports to** | CRO |
| **Location** | Home Based, with travel to the office as required. | **Team size** | Direct – 0  Indirect reports – 0 |

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| About the role: |
| As a results-orientated Strategic Alliances Lead you will have a dynamic approach that enables you to develop and execute Zellis’ strategy for our Strategic Partnerships Program. You will focus on creating and building on long-lasting, mutually beneficial relationships with key partners to enhance our market reach, drive innovation, and accelerate business growth.  As the Strategic Alliances Lead, you will be at the forefront of developing high-value alliances and working cross-functionally to enable successful collaborations and delivery of Zellis’ products and services through our strategic partners. |
| **Role accountabilities and responsibilities:** |
| **Partner Strategy & Development:**   * Define and execute the strategic alliances roadmap, identifying high-value partners that align with Zellis’ business objectives, growth plans and values. * Cultivate a deep understanding of industry trends, customer needs, and competitor activities to inform partnership strategies. * Engage with senior leadership to align partnership goals with overall business strategy.   **Relationship Building & Management:**   * Build and nurture strong relationships with C-level executives and key stakeholders within partner organisations. * Be the primary point of contact for strategic partners, managing communication, expectations, and alignment throughout the partnership lifecycle.   **Go-to-Market Collaboration:**   * Collaborate closely with sales, marketing, and product teams to develop joint go-to-market strategies, campaigns, and offerings that drive revenue and market expansion. * Lead on developing new revenue streams through partnerships/alliances that could add £5-10m per annum to the business. * Validate that partner solutions are integrated effectively with Zellis’ offerings to deliver value to customers.   **Partnership Execution & Governance:**   * Lead the negotiation and establishment of partnership agreements, validating clear terms, KPIs, and success criteria. * Oversee the execution and performance of partnerships, enabling alignment with agreed-upon goals and continuous optimisation of collaboration.   **Partner Enablement & Support:**   * Develop partner enablement programs, including sales training, marketing resources, and tools, to enable partners to be equipped to effectively sell and support Zellis’ solutions and our commercial teams to sell partner solutions and services. * Provide ongoing support and guidance to partners to drive success and overcome any challenges.   **Performance Monitoring & Reporting:**   * Track and report on the performance of strategic alliances, validating that partnerships are delivering value and meeting agreed-upon targets. * Provide regular updates and reports to internal stakeholders and leadership on alliance progress, results, and opportunities.   **Market Intelligence & Thought Leadership:**   * Stay ahead of emerging trends and opportunities in the marketplace, using insights to guide partnership decisions and innovations. * Represent Zellis at key industry events, conferences, and partner forums to build relationships, promote brand visibility, and share thought leadership. |
| **Qualifications:** |
| **Experience:**   * Five+ years of experience in strategic alliances, business development, or partner management, with a strong track record of successfully developing and managing strategic partnerships. * Experience in HR, payroll and WFM technology or SaaS industries, with an understanding of the partner ecosystem and sales cycles.   **Skills & Abilities:**   * Exceptional relationship-building and negotiation skills, with the ability to influence senior stakeholders and manage complex partnerships. * Strong analytical skills, with the ability to measure, track, and report on partnership performance and ROI. * Excellent communication, presentation, and problem-solving abilities. * A strategic thinker with the ability to execute on detailed plans and drive results. * Proven ability to work cross-functionally with sales, marketing, product, and leadership teams to achieve shared goals   **Education:**   * Bachelor’s degree in Business, Marketing, or a related field; MBA or equivalent advanced degree is a plus.   **Additional Requirements:**   * Willingness to travel as required to meet with partners, attend industry events, and support strategic initiatives. * Knowledge of Zellis’ product portfolio, solutions, and value propositions (or similar technology-driven platforms) is a plus**.** |
| **Special circumstances / Other requirements e.g. travel requirements, working arrangements etc** |
| Travel to Zellis or partner offices as required. |

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| About Zellis Group |
| We are Zellis Group. The UK and Ireland’s leading provider of pay, reward, analytics and people experiences.  Zellis Group consists of three companies - Zellis, Moorepay and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.  Our overall purpose is to *power exceptional employee experiences so you and your people do better*.  **Our history**  We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.  More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.  We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.  After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.  In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution.  **We’re proud of our culture**  At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.  **Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.  A screenshot of a computer  Description automatically generated |

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