

Director of Business & Revenue

Pay: \$85,000 - \$90,000 per year

Job Description

The Director of Business & Revenue is responsible for supporting and advancing the organization's business strategy, revenue growth, and long-term financial sustainability. This role manages assigned revenue-generating business lines, evaluates current and emerging opportunities, strengthens operational performance, and helps ensure that business activities are aligned with the organization's mission, strategic priorities, and financial goals.

Working closely with the Chief Executive Officer, senior leadership team, staff, partners, vendors, and volunteer leaders, the Director of Business & Revenue helps guide existing revenue streams while identifying opportunities to grow, diversify, and modernize the organization's business model. This position is responsible for developing actionable business plans, supporting cross-functional alignment, and ensuring that revenue-generating programs and services are financially sound, market-responsive, and operationally effective.

Essential Duties and Responsibilities

Business Strategy & Revenue Growth

- Lead the development and execution of business strategies that promote revenue growth, diversification, and organizational sustainability.
- Manage assigned revenue-generating business lines, programs, services, products, partnerships, and initiatives.
- Evaluate existing business lines for profitability, operational effectiveness, market relevance, stakeholder value, and mission alignment.
- Identify and assess new revenue opportunities, including partnerships, fee-based services, products, or other business initiatives.
- Prepare business plans, financial models, pricing strategies, and implementation plans for new or expanded revenue opportunities.
- Monitor market trends, member needs, competitive positioning, and external factors that may affect the organization's business strategy.

Operational Oversight & Performance Management

- Apply strong organizational and project management skills to plan, coordinate, and execute initiatives across departments, ensuring priorities, timelines, and deliverables are clearly managed.
- Establish performance goals, revenue targets, benchmarks, and accountability measures for assigned business areas.
- Monitor budgets, revenue projections, expenses, margins, and key performance indicators.
- Work with finance and executive leadership to support budgeting, forecasting, financial analysis, and revenue reporting.
- Recommend operational improvements to strengthen efficiency, service delivery, profitability, and scalability.
- Ensure appropriate systems, processes, workflows, and reporting structures are in place to support business operations.
- Provide regular updates, analysis, and recommendations to the CEO and senior leadership as appropriate.

Cross-Functional Leadership

- Collaborate with internal departments to coordinate strategy, marketing, communications, events, education, sponsorship, partnerships, and program delivery.
- Align business initiatives with organizational priorities, stakeholder needs, and available staff capacity.
- Lead cross-functional project teams focused on revenue development, business improvement, or new initiative implementation.
- Support a culture of innovation, accountability, collaboration, and data-informed decision-making.
- Serve as a resource to the CEO and senior leadership team on business performance, growth opportunities, and organizational sustainability.

Partnerships & External Relationships

- Build, manage, and strengthen relationships with vendors, partners, affiliates, members, and other external stakeholders.
- Support agreements, contracts, service arrangements, and partnership opportunities.

- Participate in external meetings, business discussions, events, and strategic partnership conversations on behalf of the organization.
- Identify opportunities to enhance the organization's visibility, value proposition, and revenue potential through external collaborations.

Leadership & Staff Management

- Establish clear expectations, priorities, timelines, and performance goals for assigned teams, vendors, contractors, or project areas.
- Support effective communication, accountability, and collaboration across departments.
- Ensure work is executed with professionalism, efficiency, and alignment with organizational goals.

Salary and Benefits

Salary is commensurate with education, training and experience. This position would be a full-time, exempt FLSA status. MedChi offers health insurance, life & long-term disability insurance, flexible spending program, free parking and a 401(k) program.

Job Type: Full Time, Exempt (Salaried)

Benefits

- 401(k)
- 401(k) matching
- Dental insurance
- Flexible spending account
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Retirement plan
- Vision insurance

Experience

- Bachelor's degree in business administration, marketing, health care management, or a related field; advanced degree preferred.
- Progressive experience in business operations, revenue strategy, association or nonprofit management, business development, strategic partnerships, or related fields.



The Maryland State Medical Society

- Demonstrated success growing, diversifying, or managing organizational revenue streams.
- Experience overseeing business lines, programs, services, sponsorships, partnerships, events, or fee-based offerings.
- Strong financial acumen, including experience with budgets, forecasting, revenue projections, pricing, profitability analysis, and performance reporting.
- Proven ability to develop and execute business plans and translate strategic ideas into measurable outcomes.
- Excellent communication, negotiation, analytical, project management, and relationship-building skills.
- Ability to work collaboratively with executive leadership, staff, volunteers, vendors, partners, and external stakeholders.
- Strong project management skills and the ability to manage multiple priorities in a complex, mission-driven environment.
- Experience supervising staff, contractors, vendors, or cross-functional teams.
- Familiarity with membership-based organizations, professional associations, healthcare organizations, or nonprofit business models preferred.

If you are interested in applying, please submit your resume to Barbara Fitzgerald at bfitzgerald@medchi.org.