



## Managing Director – Scripted Division

**Based:** London

**Reports to:** CEO

### **Division/Group Overview:**

London based Entertainment and Scripted Management Company “Troika” represents over 300 clients ranging from UK national treasures to global screen stars and breakthrough Hollywood talent. Founded in 2005, the division consists of a team of experts with a wealth of experience in entertainment, scripted drama and comedy.

### **Job Purpose:**

The Managing Director will lead the Scripted division creating strategic direction alongside the board with particular emphasis on leading culture and driving performance for our clients. The role requires the leadership necessary to develop strong relationships and influence senior stakeholders within the business and wider Group to affect change and create a forward thinking outlook and approach. The person needs to inspire confidence within an environment of excellence and create a destination for colleagues to want to join and stay. It also requires clear leadership qualities around emotional intelligence and seeking to direct and influence senior team members.

### **Key Responsibilities:**

#### Leadership

- Be the reporting line for the Divisions Director’s. Responsible for their leadership and development of all.
- Communicate and maintain trusted and constructive working relationships with Directors from within the division and wider Group
- Lead the Integration with the wider Group to optimise Clients services and performance
- Be the Division representative on the monthly group operational Board
- Work with the Group CEO on strategy development and implementation and be responsible for the overall direction and financial performance of the division
- Be the representative of the company in ways that strengthen its profile internally and externally

#### Change Management and Strategic Planning

- Leading and conducting change management initiatives which feed into to the strategic plan and long-term goals, gearing towards a better service for our clients and an aspirational working environment for our colleagues
- Evaluating and overseeing the Scripted division growth and expansion opportunities, including group mergers and acquisitions to enhance and compliment the division's business. One of the key focuses being on expanding in the US
- Advise on best practise for all areas of the divisions
- Be responsible with HR team to drive training and development

#### Sales Strategy

- Develop and execute strategic plan to achieve financial targets and expand our presence in the market
- Build and maintain strong relationships with clients, assessing individual client needs and creating a better service

#### Operational and Financial

- Lead, provide advice where necessary and work alongside the Operations Director to:
  - Ensure the engagement of the divisions employees
  - Provide workforce management including the structure of the division, new positions and promotions
  - Participate in the recruiting process where required
  - Ensure best Practice, compliance, HR and IT strategy are achieved
  - Help develop the financial plan for the division in line with the Group policy
  - Oversee the company's financial performance and investments
- Develop divisional Directors including conducting annual performance reviews

#### **Person Specification:**

##### *Essential Requirements*

- Extensive (5 years +) experience in a leadership role within a people based business / talent management company (ideally with industry experience but not essential)
- Proven experience of delivering successful change management initiatives
- Proven experience of leading client sales, developing client-focused solutions and forward-thinking plans
- Excellent written and verbal communication skills
- Excellent understanding, comprehension and ability to articulate various business processes
- Strong leadership and team building skills
- Strong relationship builder who can win the confidence of staff and clients