JOB TITLE: Vice President of Existing Business Competitiveness	POSITION TYPE: Salary Exempt
DEPARTMENT: Business Development	HOURS PER WEEK: 40+
REPORTS TO: Senior Vice President of Business Development	LOCATION: Las Vegas, NV

POSITION OVERVIEW

The Vice President of Existing Business Competitiveness serves as LVGEA's executive lead for existing business engagement, business retention and expansion (BRE), regional business intelligence and workforce alignment.

Reporting to the President & CEO or other executive leader as assigned, this position is responsible for designing, implementing, and continuously improving a comprehensive Business Retention & Expansion strategy that protects Southern Nevada's existing economic base while generating new growth opportunities.

The Vice President serves as a primary relationship manager for LVGEA's most strategic existing employers and partners, leading proactive engagement efforts that identify expansion opportunities, uncovering relocation risks, connecting businesses with resources, and generating actionable market intelligence. This role is responsible for achieving the strategic plan objective of generating at least 25% of LVGEA's annual project pipeline through existing business relationships, referrals, and expansion opportunities.

The Vice President serves as a key liaison between the business community and regional partners, ensuring Southern Nevada companies have access to workforce, infrastructure, permitting, incentive, educational, and business support resources necessary to remain competitive and grow.

ESSENTIAL JOB FUNCTIONS

Strategic Leadership & Program Development

- Develop, implement, and continuously refine LVGEA's Business Retention & Expansion Strategy.
- Establish and maintain a portfolio of local strategic companies across LVGEA target industries.
- Build a structured company visitation and engagement program focused on business intelligence, expansion opportunities, and retention risk mitigation.
- Implement the strategic plan objective to generate 25% of new pipeline activity from existing business relationships and referrals.
- Identify emerging industry trends, competitive threats, workforce challenges, and infrastructure constraints affecting Southern Nevada employers.
- Develop annual BRE work plans, goals, budgets, and performance metric recommendations for CEO review and approval.
- Serve as in-house supervisor for the EmployNV embedded Workforce Talent Liaison to ensure coordinated and additive efforts.
- As assigned, oversee applicable LVGEA Advisory Council engagement programs such as the Economic Developers Advisory Council or a future Workforce/Talent related Advisory Council, ensuring alignment with LVGEA strategic plan execution.

- Build and maintain strong relationships with local governments, Workforce Connections, Nevada DETR, educational institutions, utility providers, industry associations and chambers of commerce to promote greater alignment among organizations supporting business growth and retention.

Existing Business Engagement, Retention & Expansion

- Serve as executive relationship manager for LVGEA's highest-priority existing employers in top target industries.
- Lead business visitation efforts designed to identify expansion opportunities, capital investment projects, workforce needs, and operational challenges.
- Ensure companies remain connected to relevant regional resources and support programs.
- Develop and facilitate peer-learning networks, executive roundtables, and industry engagement opportunities.
- Identify and manage business expansion projects generated through BRE activity.
- Coordinate retention response efforts when companies face potential relocation, downsizing, or operational risks.
- Coordinate with GOED, local governments, utilities, workforce agencies, educational institutions, and economic development partners to resolve company concerns.
- Develop customized business solutions that support company growth, reinvestment, and long-term competitiveness.
- Shape employer-driven regional talent strategies that support business attraction, expansion, retention, and long-term competitiveness.
- Lead LVGEA's aftercare approach, ensuring companies announcing new or expanding operations receive coordinated support from project announcement through production and long-term growth.

Business Intelligence & Pipeline Development

- Build and maintain a robust business intelligence gathering system.
- Analyze trends related to workforce shortages, real estate constraints, infrastructure needs, supply chain gaps, and policy issues.
- Translate business intelligence into actionable economic development strategies.
- Track and report jobs retained, jobs created, capital investment, and economic impact resulting from BRE activities.
- Document all company engagement activities within CRM systems and utilize that information to support strategic decision-making.

Reporting & Accountability

- Develop and monitor KPIs related to: Company visits, executive engagements, expansion projects identified, jobs retained, jobs created, capital investment, referral activity, retention risk cases, pipeline generated through BRE efforts.
- Develop quarterly and annual reports highlighting market intelligence, emerging opportunities, and business climate conditions.
- Present findings, trends, and recommendations to the CEO, Board of Directors and regional stakeholders.

KNOWLEDGE, SKILLS, AND ABILITIES

KNOWLEDGE

- **Economic Development & Business Attraction:** Deep understanding of business recruitment, site selection, and industry expansion strategies.
- **Corporate Investment & Market Trends:** Expertise in private-sector investment, corporate relocation, and regional market dynamics.
- **Public-Private Partnerships:** Knowledge of government incentive programs, regulatory frameworks, and economic development financing.
- **Business & Industry Sectors:** Familiarity with key industries driving economic growth, including technology, manufacturing, logistics, and renewable energy.
- **Workforce & Infrastructure Development:** Understanding of labor market trends, workforce initiatives, and regional infrastructure planning.

SKILLS

- **Strategic Leadership & Vision:** Ability to develop and execute long-term economic development strategies aligned with LVGEA's mission.
- **Business Negotiation & Relationship Management:** Proven ability to engage corporate executives, investors, and government officials to drive business investment.
- **Public Speaking & Presentation**: Strong ability to deliver compelling business pitches, economic briefings, and investor presentations.
- **Stakeholder Engagement & Advocacy:** Expertise in building coalitions, fostering partnerships, and advocating for regional business growth.
- **Project & Program Management:** Strong ability to manage large-scale business development projects, ensuring seamless execution and measurable outcomes.
- **Data-Driven Decision Making:** Proficiency in market research, economic impact analysis, and business intelligence tools.

ABILITIES

- **Lead & Inspire Teams:** Ability to mentor, motivate, and develop a high-performing business development team.
- **Adapt & Innovate in a Changing Market:** Ability to anticipate business trends, adapt strategies, and seize new economic opportunities.
- **Navigate Complex Business & Government Relations:** Ability to manage corporate negotiations, public policy discussions, and regulatory requirements.
- **Maintain Confidentiality & Professionalism:** Ability to manage sensitive business negotiations and confidential investment discussions with discretion.

QUALIFICATIONS

Educational Background:

- Bachelor's degree in Business Administration, Economic Development, Finance, Public Policy, Urban Planning, or a related field (required).
- Master's degree (MBA, MPA, or equivalent) in Business, Economic Development, or a related field (preferred).
- Professional certifications such as Certified Economic Developer (CEcD), Economic Development Finance Professional (EDFP), or similar credentials highly desired.

Professional Experience:

- Minimum 8-10 years of progressively responsible experience in economic development, business retention and expansion, commercial banking, corporate real estate, business consulting, chamber leadership, workforce development, or related field.

- Minimum 5 years of leadership or management experience.
- Demonstrated success building executive-level relationships with corporate leaders.
- Experience managing complex projects and coordinating multi-organizational partnerships.
- Strong understanding of business operations, workforce development, incentives, real estate, and economic competitiveness.

WORK ENVIRONMENT

The work environment for this role requires working indoors in an environmentally controlled setting, with potential exposure to sounds and noise levels that may be distracting or uncomfortable. Job tasks are performed in close physical proximity to other people, requiring frequent collaboration and communication. Essential and marginal functions may necessitate maintaining a physical condition suitable for prolonged periods of walking, standing, and sitting, as well as traveling from site to site for meetings, client visits, or events. Additionally, the role involves use of computers, leading to regular exposure to computer screens for research, data analysis, and reporting tasks.

BENEFITS

- Employee group life insurance, medical, dental and vision covered 100% for the employee only (after 60 days).
- 401K available to employees after 6 months of continuous employment up to a total of a 4% match.
- 12 Paid Holidays a year, and three weeks of Paid Time Off (PTO) in the first year of employment.
- Flexible work arrangements, including remote work on Fridays when business needs allow.

TO APPLY

- Submit a cover letter, resume, and any relevant work examples to careers@lvgea.org.

Employee Acknowledgement

I have received, reviewed, and understand my position responsibilities and the essential functions of the position. I understand that my work schedule, job responsibilities, work environment, knowledge, skills, and abilities may be amended based on business need and management discretion.

I understand that employment is at-will. This means that employment may be terminated for any or no reason, with or without cause or notice, at any time by the employee or the employer. Nothing in this or in any other document or oral statement shall limit the right to terminate employment at will. No supervisor or manager has any authority to enter a contract of employment -- express or implied -- with any employee.

This policy of at-will employment may be revised, deleted, or superseded only by a written employment agreement signed by the President & CEO, which expressly revises, modifies, deletes, or supersedes the policy of at will employment. Unless employment is covered by such a written employment agreement signed by the President & CEO, this policy of at-will employment is the sole and entire agreement between the employee and the employer as to the duration of employment and the circumstances under which employment may be terminated.

Except for employment at-will, terms, and conditions of employment with the employer may be modified at the sole discretion of the employer with or without cause or notice at any time. No implied contract concerning any employment-related decision or term, or condition of employment can be established by any other statement, conduct, policy, or practice, nor does any arise from the terms or conditions set forth in this document.

Employee Signature: ______________________________________

Print Name: _________________________Date: _______________

Manager Signature: _______________________________________

Print Name: __________________________Date: ______________

Position Title: ____________________________________