Do you want to be a part of
an amazing team?

Director/Senior Director, Business Acumen Practice

About Insight Experience

Insight Experience is a global leadership development company that works with Fortune 1000 companies committed to talent development. With 25 years in the design, development and delivery of business and leadership simulations, our principals have pioneered the integration of strategic, financial, operational, and people leadership decisions in high-impact learning experiences.

We bring creativity and energy to everything we build: our simulation experiences are engaging and fun, but also rigorous, challenging and thought-provoking. Our commitment to simulation-based education is rooted in the belief that leaders learn best through experience and from one another. For more information on Insight Experience, what we do, and who we serve, please visit us at www.insight-experience.com. For a quick introduction, watch this short video.

Role Overview

Insight Experience is seeking to hire a mid-career professional to lead its Business Acumen practice. The ideal candidate would possess or grow into Insight Experience's "triple-threat" capabilities of program facilitation; instructional design and custom simulation development; and consultative selling and account management. As Business Acumen practice leader, responsibilities would include business development, maintaining and growing a portfolio of client engagements, creating a strategic roadmap for growing the practice, facilitating Insight Experience's business acumen programs, and onboarding and developing new business acumen facilitators.

Location & travel: This is a fully remote role. The team stays connected through regular virtual gatherings and in person at our annual company meeting. Expect approximately 25–50% travel, primarily to client sites for program delivery.

Our Values & Culture

Insight Experience is guided by four core values that shape how we work together and with our clients:

- **Customer First:** We put the participant and client at the center of everything we do.
- **Feedback Often:** We give and receive feedback as an essential part of growth, alignment, and collaboration.
- **Care for Each Other:** We show up for one another with empathy, generosity, and trust.
- **Committed to Personal Growth:** We actively invest in becoming better versions of ourselves, professionally and personally.

We look for team members who bring these values to life every day, and who want to grow within a culture that values honest feedback, genuine care, and continuous development.

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Key Responsibilities

Business Acumen Practice Leadership

- Assume ownership and accountability for Insight Experience's Business Acumen practice.
- Create and maintain a strategic roadmap to grow the Business Acumen practice.
- Product management of the company's business acumen collateral and assets, including program content and simulation models.
- Achieve quarterly and annual sales targets for the practice.
- Possess and continuously grow deep business acumen and financial literacy, including general knowledge of financial reporting and concepts as well as client specific business models and metrics.
- Stay abreast of industry trends and changes that impact current and prospective customers and their industries.

Sales & Account Leadership

- Actively contribute to business development: prospect for new clients, identify new opportunities, and expand existing relationships.
- Develop sales proposals in partnership with the sales team, aligned to client needs and Insight Experience's value proposition.
- Represent Insight Experience at professional networking events to build industry relationships.
- Partner with sales and marketing to execute targeted outreach and client engagement strategies.
- Own and grow a set of client relationships, building trust-based partnerships that position Insight Experience as a long-term strategic partner.
- Identify opportunities to expand accounts through aligned solutions, repeat engagements, and new offerings.

Program Facilitation

- Expert facilitation and presentation skills focused on business acumen and financial literacy.
- Ability to present complex financial topics clearly and simply to program participants. Ability to answer participant questions with confidence and credibility.
- Lead facilitation independently for audiences ranging from supervisors to the VP-level, with a growth path toward executive and C-suite audiences.
- Continuously refine facilitation technique to strengthen participant engagement and learning outcomes.
- Represent Insight Experience as a credible, professional presence in front of clients, and generate sales leads at programs.
- Observe and coach junior facilitators and new IE affiliates as they work toward certification.

Design & Development

- Lead the design and development of tailored and custom business simulation experiences.
- Own instructional design activities, including the development of program windowpanes, content, conceptual frameworks, and participant exercises.
- Conceptualize simulation model design: identify the business outcomes a simulation should drive, and balance simplicity with complexity.
- Partner with internal teams and software developers to translate design plans into engaging, dynamic simulation experiences.
- Stay current on industry trends and bring best practices into program design.

People Leadership

- Coach and mentor associate consultants and junior facilitators, supporting their development and certification.
- Contribute to a collaborative, high-performance team culture aligned with Insight Experience's mission and values.

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Qualifications & Skills

- 7+ years of experience in leadership development, business simulations, executive education, or a related consulting field.
- Experience with and deep understanding of financial reporting including the Income Statement, Balance Sheet and Cash Flow Statement.
- Genuine passion for business acumen: comfortable connecting financial and operational concepts to leadership behavior, and eager to deepen this expertise over time.
- Strong facilitation and instructional design skills, with experience leading engaging, experiential learning sessions to mid-to-senior audiences.
- Demonstrated success, or strong aptitude and interest, in consultative sales and business development, with the ability to craft compelling client value propositions.
- Excellent communication and relationship-building skills, with the ability to engage senior leaders and HR professionals with credibility. Preference given to people with experience engaging with C-Suite audiences.
- Prior independent consulting experience with an established client base is a plus, but not required.
- MBA strongly preferred.

Success Measures

- Delivery of high-quality leadership development programs that receive strong, positive client feedback.
- Growth in the depth and breadth of assigned client relationships, including expansion and repeat business.
- Direct contribution to new business, including proposals developed, opportunities supported, and deals closed.
- Quality and impact of simulation and program designs delivered to clients.
- Demonstrated readiness to take on independent account ownership over time.

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Benefits & Perks

- Insight Experience offers a comprehensive benefits package to our benefit-eligible team members, including:
- Health insurance: IE pays 100% of the premium for eligible employees working at least 30 hours per week, after 60 days of employment.
- Dental insurance available after 60 days of employment (employee-paid premium).
- Short-term disability, long-term disability, AD&D, and life insurance: IE pays 100% of the premium for eligible employees.
- Health Savings Account eligibility, with after-tax payroll contributions available.
- 401(k) plan through Vanguard after 90 days of employment, with a company match (100% of contributions up to 3% of compensation, plus 50% of contributions up to 5% of pay).
- Parental leave benefits for both primary and non-primary caregivers, following birth or adoption.
- Unlimited PTO policy built on trust and work/life balance, plus paid company holidays.
- Up to $1,500 in annual professional development funding per employee, subject to manager approval.
- $180 quarterly cell phone reimbursement for business use of a personal phone.
- A team culture that includes regular events, such as a virtual social hours and annual company meetings.

Compensation & Additional Information

- Pay Range: Base salary $100,000 to $160,000 annually, plus a performance-based bonus program tied to both company and individual results. Actual compensation and title will be based on experience and qualifications.
- Insight Experience provides equal employment opportunity by recruiting, hiring, training, and promoting applicants and employees without regard to race, color, religion, creed, national origin, sex, age, ancestry, sexual orientation, genetics, pregnancy, marital status, gender identity or expression, disability, handicap, military obligations, veteran status, or any other category protected by applicable law.
- Reasonable accommodations are available for applicants with disabilities throughout the application and interview process. Please contact Human Resources if you require an accommodation.
- To apply submit your resume to Hiring@insight-experience.com