

Business Development Senior Manager – Capital Markets

PeopleSoft Job Code / Title: 5660 / BusinessDevelopmentSrMgr
Department / Subdepartment: Business Development / Practice/Industry
Organizational Relationship: Reports to Director
FLSA Status: Exempt
UCM Level: Level 6
Last Updated: 10.20.25

Department / Subdepartment Overview

Business development (BD) is focused on the creation of long-term value for Latham. It involves many objectives, such as sales growth, business expansion, the formation of strategic partnerships, and increased profitability.

Role Overview

The Business Development Senior Manager – Capital Markets & Public Company Representation is tasked with spearheading business development initiatives and enhancing client engagement within the firm's Capital Markets & Public Company Representation practice. This role involves close collaboration with the global Capital Markets & Public Company Representation practice chairs and BD colleagues from Banking, Restructuring, Liability Management, and Private Equity to ensure seamless coordination among these practices. The senior manager will assist the chairs in crafting and implementing a cohesive business development and client engagement strategy that capitalizes on Latham's profile, client relationships, and expertise in global financial markets and products.

As a core team member of the Capital Markets & Public Company Representation Practice Group Management Team, the senior manager must effectively collaborate across business service areas to support the firm's client service and revenue objectives. A primary focus will be on integrating capital markets and public company representation expertise into client relationships throughout the Latham platform, while executing strategic initiatives to enhance these relationships and identify new business opportunities. The Senior Manager must demonstrate a strong executive presence and a proactive, results-driven approach to achieve business development and practice development goals, ensuring the highest level of service and support for our clients, partners, and practice.

Essential Duties and Key Responsibilities

"Essential duties" are those that an individual must be able to perform with or without reasonable accommodation.

1. Serves as a subject matter expert within the BD Department for capital markets and public company representation offerings
2. Develops and executes business development, client engagement, and marketing strategies for Latham's capital markets and public company representation services, focusing on measurable impact and ROI
3. Builds and maintains a deep understanding of the firm's client base and supports efforts to secure new business while protecting existing relationships and market share
4. Collaborates generously with cross-functional teams on strategic projects and initiatives, including, but not limited to, business and marketing plans, industry events, conferences,

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- seminars, client teams, league table and directory submissions, panel requests for proposals (RFPs), and pitches
5. Analyzes, aggregates, and prepares partners to capitalize on intelligence and data across products, markets, sectors, clients, targets, and competitors
 6. Articulates Latham's brand, value proposition, and market position across financial products and global economic centers; connects insights across the platform
 7. Partners with colleagues from Brand & Communications and Client Events to enhance the practice's reputation in the market and client engagement activities
 8. Leads, mentors, and develops the Capital Markets & Public Company Representation Business Development team while fostering a collaborative and high-performance culture
 9. Promotes effective work practices, works as a team member, and shows respect for co-workers

Knowledge, Skills & Abilities

- Superior understanding of global public and private financial markets, including the legal and financial aspects of capital markets and public company representation products and services, trends, and players within the industry
- Knowledge of BD services and marketing principles spanning CRM, client teams, Pitch and RFP responses, seminar/event/conference planning, client targeting, competitive and market intelligence, internal communications, branding, and research
- Superior leadership skills (i.e., organizing, planning, problem-solving, and decision-making) necessary for effective management
- Superior professional interpersonal and communication skills; ability to interact effectively with people at all organizational levels of the firm
- Ability to work in a fast-paced, team environment with a customer-service focus
- Ability to handle confidential and sensitive information with appropriate discretion
- Ability to perceive and analyze problems, and a capacity to make or recommend sound decisions
- Organizational skills needed to manage time and priorities effectively, and handle multiple deadlines
- Strong analytical skills, including synthesizing and presenting research data to lawyers
- Ability to lead large, long-term projects, develop alternative methods to complete them, and implement solutions
- Ability to maintain flexibility with respect to assigned tasks due to changing deadlines, changing deliverables, and changing task priorities
- Ability to learn and apply new skills quickly and effectively
- Knowledge of CRM best practices including related CRM/ERM software
- Knowledge and proficiency in PC applications, specifically PowerPoint, Microsoft Word, and Excel
- Knowledge and experience with Capital IQ, Thomson, PitchBook, Bloomberg, VentureSource, KBRA, and other research tools

Position Specifications

Typical Experience

- A minimum of 10 years of progressively responsible business development and marketing experience in legal/professional services preferred
- A minimum of five years of supervisory/management experience required

Education

- Bachelor's degree in business, economics, marketing, or law required
- Advanced degree preferred

Working Conditions and Physical Demands

- Frequently move (e.g., walk) around the office

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- Spend extensive time using a computer, including use of a PC keyboard and mouse or similar data input devices
- Travel may be required
- All Latham & Watkins positions are in a typical indoor office environment

The statements contained in this position description are not necessarily all-inclusive; additional duties may be assigned, and requirements may vary from time to time, and from location to location.