

Job Title: Director, Technology Company Business Attraction

Location: Birmingham, Alabama (hybrid)

Organization: Economic Development Partnership of Alabama (EDPA)

Position Overview

The Economic Development Partnership of Alabama (EDPA) is seeking an innovative and results-driven leader to serve as the **Director** of a new initiative within the organization, business attraction for technology companies. This pivotal role will spearhead efforts to identify, recruit, and support technology companies that align with Alabama's strategic economic priorities. By leveraging the resources of AL Intel, the EDPA's business intelligence center, to expand on the mission and success of Birmingham Bound, this position directly contributes to the state's mission of fostering entrepreneurship, attracting growth companies, and strengthening Alabama's position as a hub for innovation. The Director will also play an important role in shaping the new and expanded brand of Birmingham Bound to encompass a statewide image.

The Director will report to the Executive Director of AL Intel and collaborate closely with the Innovation pillar to connect relocating startups to statewide resources, partnerships, and opportunities. This role is instrumental in building a thriving entrepreneurial ecosystem, driving economic growth, and supporting workforce development across Alabama. This position offers a competitive salary between \$100,000 and \$120,000 per year, depending on experience

Key Responsibilities

As the Director of Technology Company Business Attraction, you will:

- **Strategically Identify Companies:** Utilize AL Intel data insights and market intelligence to target technology companies in sectors where Alabama has a competitive advantage. Alabama's new economic development strategic plan, Catalyst, will inform both the target sectors for this initiative and the strategies for building those sectors in the state.
- **Recruit Growth Companies:** Develop and execute recruitment strategies to attract established and scaling technology companies to Alabama, showcasing the state's unique benefits and resources. Build and maintain a pipeline of prospects.
- **Build and Strengthen Relationships:** Establish and maintain strong connections with founders, investors, and industry leaders to foster interest in relocating to Alabama.
- **Ecosystem Integration:** Work closely with EDPA's Innovation pillar to connect startups with key resources, including funding opportunities, mentorship programs, workforce pipelines, and partnerships with local businesses and universities.
- **Stakeholder Engagement:** Collaborate with statewide partners, public-private coalitions, and community leaders to align efforts and amplify the impact of technology company attraction initiatives.

- **Performance Metrics and Reporting:** Establish measurable goals, track outcomes, and communicate results to EDPA leadership, stakeholders, and the public.
 - **Advocate for Innovation and Alabama:** Represent EDPA and Alabama at conferences, industry events, and public forums to promote the state's entrepreneurial opportunities and cultivate promising leads.
-

Required Qualifications

- **Education:** Bachelor's degree in Business Administration, Entrepreneurship, Economic Development, Public Policy, or a related field; OR equivalent experience.
 - **Experience:**
 - A minimum of 4 years of professional experience in economic development, innovation and entrepreneurship ecosystems, business recruitment, or a related field.
 - Proven track record of working with data analysis, technology companies and/or attracting businesses to new markets.
 - **Skills:**
 - Strong understanding of economic development strategies, public-private partnerships, and entrepreneurship ecosystems.
 - Proficiency in data analysis tools and market intelligence platforms to guide decision-making.
 - Exceptional communication and relationship-building skills.
-

Preferred Skills and Attributes

- Visionary leadership with a passion for fostering innovation and entrepreneurship. This role requires a self-starter who has a direction they want this initiative to take.
 - Ability to think strategically and execute effectively in a dynamic and fast-paced environment. Though this role will report to the Executive Director of AL Intel and work closely with the VP of Innovation, it will have a great degree of independence on a day-to-day basis.
 - Collaborative mindset with experience working across diverse teams and sectors. The EDPA is a small nonprofit. We are all team players who step up to tasks outside of our job descriptions when needed.
 - Familiarity with Alabama's economic development landscape and strategic industry sectors is a plus.
 - Demonstrated ability to manage complex projects and achieve measurable outcomes.
 - Willingness to travel and work the occasional night or weekend, as this role will require networking at events outside of business hours.
-

Organizational Context

The Economic Development Partnership of Alabama (EDPA) is a private non-profit organization funded by more than 60 Alabama companies, whose mission is to attract and retain world-class talent across myriad interests and industries, support both industry and innovative/emerging companies whether home-grown or transplanted, expand existing businesses, and be the trusted source for data and insights for Alabama economic development.

The first comprehensive statewide research hub of its kind, AL Intel proactively mitigates risk and identifies opportunities for targeted business growth and development with the goal of securing new investment throughout the state. Though AL Intel is relatively young, the EDPA has provided economic development research support for State, Regional and local allies for more than 30 years. EDPA's and AL Intel's unique structure allows us to work closely with state, regional, corporate and local organizations. Additionally, through the EDPA's programs like Alabama Launchpad, the HBCU Innovation Internship, and more, we offer direct financial, talent, and mentor support to entrepreneurs and early-stage companies based in Alabama.

Building upon the success of the Birmingham Bound initiative, which has effectively attracted technology companies to one city in Alabama, this role will expand the scope of that effort statewide, helping recruit technology-based and tech-enabled startups to the communities that best suit their needs in Alabama. Close collaboration with the Innovation Pillar in the EDPA will ensure partnership with local organizations across the state that support entrepreneurs through various stages of a company's growth.

How to Apply

If you are an innovative leader with a passion for driving economic development and creating meaningful community impact, we encourage you to apply. Please submit your resume, cover letter, and a brief statement of your vision for startup attraction in Alabama to Caleb Mills at cmills@edpa.org.

We are committed to creating a diverse and inclusive workplace and welcome applicants from all backgrounds to apply. We are proud to offer competitive pay and benefits, along with a hybrid work environment. We are in the office in-person Monday, Tuesday and Thursday, with Wednesdays and Fridays being remote-optional.

Join us in shaping Alabama's future and empowering the next generation of entrepreneurs!