

Hiring and Keeping Good Business Developers Checklist

- Does candidate have experience in the right agencies?
- Does candidate have experience selling your type of products and services?
- Does candidate have a network of the right kinds of people?
- Verify win rate
- Verify contract wins
- Work with small businesses?
- Understand the small business setaside program?
- Experience shaping opportunities with contracting and program personnel?
- Willingness to implement the company's strategic plan?
- Works well with a team?
- Take federal BD knowledge test
- Take psychological profile test
- Social engineering skills?
- Do you want the candidate to perform capture or business development? Clarify roles and responsibilities
- Develop performance milestones; provide BD framework, training and resources

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