



JOB DESCRIPTION

DEVELOPMENT MANAGER –

GLOBAL PARTNERSHIPS & CONVENTION SPONSORSHIPS

Are you a high-performing partnership sales professional with a track record of closing complex deals and engaging senior decision-makers? The International LGBTQ+ Travel Association (IGLTA) is seeking an experienced Global Partnership Development Manager who can independently drive revenue growth, build strategic relationships at the executive level, and translate organizational value into long-term commercial partnerships. This is a role for a self-directed, commercially astute professional who is as comfortable in the boardroom as they are in building a successful sales pipeline.

About the Role

As a key member of the Global Partnerships team, you will be responsible for owning the full sales cycle — from prospecting through to closing — for Global Partnerships and Convention Sponsorships. You will operate with a high degree of autonomy and accountability, managing a strategic pipeline and engaging senior stakeholders across the global travel and tourism industry.

You will:

- **Identify, qualify, and develop** partnership opportunities with leading global tourism brands, destinations, and other global organizations
- **Engage and present** to senior decision-makers (CMO, VP, CEO level), articulating IGLTA's value proposition with credibility and confidence
- **Structure, negotiate, and close** complex partnership and sponsorship agreements (often multi-stakeholder and multi-year)
- **Maintain a disciplined, proactive approach** to pipeline management and forecasting
- **Represent IGLTA** externally at industry events, conferences, and high-level meetings

You're a Strong Fit If You:

- Have **5-10+ years of B2B sales experience**, including partnerships, sponsorships, or business development
- Have successfully closed **high-value deals** and can demonstrate consistent achievement of revenue targets
- Are comfortable engaging and influencing **C-suite and senior executives**
- Bring a **consultative, strategic sales approach**, not transactional selling
- Have experience in **travel, tourism, hospitality, events, media, or membership/association environments**

- Understand or have worked within a **non-profit, association, or mission-driven organization**
- Are highly **self-motivated**, structured, and able to operate **independently** in a remote environment
- Are **aligned with and motivated** by IGLTA's mission to advance LGBTQ+ inclusion in global travel

This role is likely not the right fit for you if:

- You require significant onboarding or training to manage a sales pipeline independently
- Your experience is primarily in entry-level or transactional sales environments
- You are not comfortable engaging senior executives or navigating complex deal cycles

Work Environment

This is a full-time, remote position based in the United States reporting to the Vice President, Global Partnerships (based in Paris, France). Domestic and international travel opportunities are part of this role.

What We Offer

- Competitive base salary with **meaningful performance-based incentives tied directly to revenue generation**
- A mid-to-senior level role with significant ownership and impact
- A collaborative, mission-driven, global team environment
- The opportunity to build partnerships that meaningfully advance LGBTQ+ inclusion worldwide

Eligibility

This is a full-time, remote position **based in the United States**. Candidates must be authorized to work in the U.S., regardless of nationality.

How to Apply

Send your resume and answers to the below questions to wendy.swinden@iglta.org

Briefly explain what specifically attracts you to IGLTA and this role. Please include any personal or professional connection to our mission.

- Briefly describe your connection to the LGBTQ+ community and/or inclusive travel, and how this has shaped your perspective or work.
- Describe one partnership or sponsorship deal you personally closed. Please include:
 - Approximate value
 - Your role in the sales process
 - Type of organization/client
- What experience do you have engaging or presenting to senior decision-makers (e.g., CMO, CEO, VP level)? Please briefly describe the context.
- What are your compensation expectations? This role includes a base salary plus commission tied to revenue performance.
- This role requires independently managing a full sales cycle with minimal onboarding. Can you briefly describe how you structure and manage your sales pipeline today?

IGLTA is an equal opportunity organization and encourages applications from individuals of all backgrounds, regardless of race, ethnicity, age, sex, sexual orientation, gender identity or expression, religion, marital status, immigration status, veteran status, or disability.

About IGLTA & the IGLTA Foundation

The International LGBTQ+ Travel Association is the global leader in advancing LGBTQ+ travel and a proud Affiliate Member of UN Tourism. IGLTA's mission is to enable authentic travel that enriches lives and connects the LGBTQ+ community and tourism industry. IGLTA's global network includes 14,000+ LGBTQ+ welcoming accommodations, destinations, service providers, travel agents, tour operators, events, and travel media in more than 80 countries.

The **IGLTA Global Partnership** program connects brands with the most engaged and influential travelers and travel leaders in the world. It is the highest degree of participation within IGLTA and the LGBTQ+ travel community, and those who want to be a leader in LGBTQ+ travel demonstrate it with IGLTA Global Partnership.

The **IGLTA Global Convention** is the world's premier educational and networking event for LGBTQ+ tourism. In addition to being the world's biggest convention specifically focused on LGBTQ+ tourism, it is also the longest-running.

The philanthropic **IGLTA Foundation** empowers LGBTQ+ welcoming travel businesses globally through leadership, research, and education.

For more information: igla.org, iglaconvention.org or igla.org/foundation and follow us on Facebook at @IGLTA, @IGLTABusiness and @IGLTAFoundation, X (formerly Twitter) and LinkedIn at @IGLTA and @IGLTAFoundation, and Instagram @IGLTA