



## **Director/Vice President - Leading Strategic Partnerships in California Market**

**Location:** California-Based / Hybrid

**Organization:** DHM Research

**Type:** Full-Time

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### **About DHM Research**

At DHM, we believe data can be a force for good.

DHM Research is a 48-year-old, non-partisan public opinion and research firm trusted by public agencies, nonprofits, and mission-driven private organizations to make better, more informed decisions. We listen carefully, ask the right questions, and design custom research that reflects the communities we live and work in.

With a foundation in Oregon and Washington, we're expanding into California to bring our localized, custom research model to new partners and communities. Now, we're looking to grow our footprint in California, and we need a relationship-first, mission-aligned professional to help us get there.

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### **Role Summary: Lead the Charge in California**

As **Director/Vice President**, you'll be the face of DHM in California, a trusted voice connecting us to public, private, non-profit and civic decision-makers, throughout the region. Your mission? Build relationships, open doors, and bring DHM's value into the room. This role is more about people than pitch decks. It's about listening deeply, understanding pain points, and partnering with clients to shape research that truly serves their communities.

You'll collaborate closely with DHM's leadership, John, Devin, and the broader team, to unlock opportunities, tailor our offerings, and grow a new, vibrant market grounded in genuine relationships and insights.

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### **Key Responsibilities**

- **Lead Business Development in California**  
Build and nurture client relationships across our policy-driven client base, including cities, state agencies, businesses, associations, and nonprofits across the state. Represent DHM's capabilities in custom public opinion research, helping potential clients understand our model and value.
- **Be a Trusted Guide**  
Engage in real conversations, uncovering what matters most to clients and helping

them shape research that meets both practical and strategic goals. Lead client conversations with a collaborative, consultative approach, listening first, offering insight second.

- **Make Research Feel Local**

Represent DHM's ethos: genuine, community-rooted, and flexible. We don't believe in one-size-fits-all solutions. You'll help shape research that's as thoughtful and unique as the organizations we work with.

- **Model Hands-on Leadership**

You'll lead by doing—designing and executing mixed-methods research, actively exploring and deploying emerging research tools and methodologies, and mentoring the team to adopt innovative practices.

- **Collaborate with a Seasoned Team**

You won't be alone. You'll have the full support of a skilled research team, a back-office structure that takes care of the operational lift, and respected thought leaders to spar with, learn from, and lean on.

- **Shape Your Own Legacy**

This is a rare opportunity to truly own a market, grow your book of business, and establish your presence as a thought leader and trusted partner in California policy and research—all with the backing of a proven, mission-driven firm.

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## Qualifications

- You're excited to build a market from the ground up, growing your reputation and network with the backing of a respected brand.
- You love getting out in the world, meeting people, hearing their stories, and connecting around shared purpose.
- You're humble, thoughtful, and deferential—not a hard seller, but a trusted collaborator.
- You have the public opinion research experience to credibly lead and mentor the team.
- You've led consultative sales or partnership development and want your next move to have meaning.
- Proven experience in consultative business development, stakeholder engagement, or client services, especially in public sector, policy, advocacy, or research environments.
- Strong interpersonal and listening skills; you know how to build trust, not just pitch services.
- Strong written and verbal communication skills; confident in public speaking and leading meetings.
- Comfort with ambiguity and an entrepreneurial mindset, you'll have support, but you'll also help shape the roadmap.

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## Why DHM?

- **A Mission That Matters:** We believe rigorous, trustworthy research helps communities and organizations address the complex problems they are facing. We exist to make public decisions smarter, more informed, and more inclusive.
- **A Team That Has Your Back:** Deep bench strength at the Research Manager level and a collaborative leadership group means you'll have the operational muscle to make this expansion real.
- **A History of Trust:** We've been doing this for over 45 years. Our name may be newer to California, but our work speaks volumes.
- **Local Matters Here:** We live and work in the communities we serve—and that makes our research resonate.

### Recruiter Contact

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