Role Specification

BAMTech

Chief Executive Officer

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# Company Background

Since it was founded in 2000, MLB Advanced Media, L.P. (“MLBAM”) has been an award-winning digital business at the forefront of the digital revolution in delivering world-class experiences and distributed content through all forms of interactive media. Its proprietary technology provides direct-to-consumer video solutions, especially for live events with high viewership, offering viewers high-quality visuals anytime, on any device. Its video platform back-end technology provides flexibility to personalize and enhance content-viewing experiences and is capable of serving live content to tens of millions of consumers around the world.

In August, MLBAM completed a transaction whereby BAMTech, MLBAM’s digital streaming business, was separated out of MLBAM. Following that, The Walt Disney Company acquired a 33% stake in BAMTech. BAMTech’s ever growing roster of sports, news and entertainment clients includes HBO NOW, the National Hockey League, Major League Baseball, the PGA TOUR, WWE Network and Ice Network (the leading digital platform for professional figure skating).

The company’s current CEO, Bob Bowman, will step down from day-to-day operations and move into a role with MLB.

<https://thewaltdisneycompany.com/the-walt-disney-company-acquires-minority-stake-in-bamtech/>

# The Role

### Job Purpose

# Candidate Profile

The ideal executive will be an experienced Executive with experience delivering products and leading and growing commercial activities

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| --- | --- | --- |
|  | Must have | Nice to have |
| **Business Experience** | | |
| Business Development |  |  |
| Growth |  |  |
| Organizational Design & Build Out |  |  |
| Strong Operating Skills |  |  |
| Technological Leadership |  |  |
| **Functional Experience** | | |
| CEO Experience |  |  |
| Engineering |  |  |
| Product Management *(very)* |  |  |
| Revenue *(very)* |  |  |
| **Sector Experience** | | |
| Consumer Facing Content Platforms *(very)* |  |  |
| Modern Digital Marketing *(eg. data & analytics)* |  |  |
| Enterprise Saas & Software |  |  |
| Media |  |  |

|  |  |  |
| --- | --- | --- |
| **Stakeholder Management** | | |
| Complex Boards |  |  |
| Existing and Future Customers |  |  |

# Leadership Skills

Candidates will demonstrate well developed skills in the following areas:

* **Results Orientation** The successful candidate possesses the ability to deliver best in class business performance by identifying and eliminating barriers and by employing internal and external resources to get the job done. S/he has the ability to both focus on growing the core business while simultaneously investing in new and potentially disruptive initiatives that could drive future revenue and earnings growth. The candidate must move quickly and decisively from early in her/his tenure.
* **Talent identification, retention and development.** The candidate will have a strong track record as a people manager, including team leadership, team acquisition and people development; must be skilled at holding teams accountable for swift, effective top-tier execution. S/he will promote diversity of thought and ideas and routinely provide specific behavioral feedback to encourage professional development of team members. The ideal candidate will have demonstrated an ability to tailor his/her style and approach to the situation or individual as circumstances dictate.
* **Leadership & Communication** The successful candidate will have proven himself/herself as a strong leader who is capable of driving change and communicating to and throughout a large organization. Must be able to lead effectively and be willing to make hard decisions, hold people accountable, and establish a norm of high performance. Engaging communication skills are required to effectively interact with the executive teams and to manage remote teams in an extremely dynamic environment. S/he will naturally work across boundaries to achieve results and drive best practices, engage direct reports to make joint decisions, recognize sources of conflict, and resolve these conflicts while balancing both short and long-term benefits.
* **Stakeholder Management** The successful candidate will have the ability to build effective relationships with a variety of constituents including a board of directors, MLB, Disney, ESPN, customers, investors, the media, and Wall Street.

* **Strategic Orientation** The candidate will have experience in developing business strategies and plans that incorporate competitive issues, trends in the industry, and external factors. His/her planning experience should cover a range of products and revenue models and/or markets and address the full range of organization implications. S/he should understand how to integrate market and competitive trends, organizational dynamics, and other issues into a coherent vision for growth, and tightly link strategy into a series of initiatives and priorities that are clearly understood by the organization.

Location

BAMTech is headquartered in New York, New York, which is where this role will be located.