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BUSINESS DEVELOPMENT MANAGER, WATCHES

Paris

This role is to drive global business development and strategic growth within the Watches department through the delivery of high-quality market intelligence, client insight, and data-driven analysis. The role is responsible for monitoring and interpreting global auction market trends, identifying and cultivating high-value client opportunities, and supporting the development of targeted sales and consignment strategies across regions.

Acting as a central point of coordination, the position oversees private sales pipelines, ensures robust CRM data governance, and facilitates cross-functional collaboration between Specialists, Marketing, and Senior Leadership. Through the preparation of strategic reports, client portfolio analysis, and performance reviews, the role plays a critical part in informing decision-making, enhancing client engagement, and optimising commercial outcomes across auctions and private sales globally.

Phillips values a workforce with a wide variety of experiences, backgrounds and skills, so we encourage you to apply even if you do not meet all of the qualifications.

Duties and Responsibilities

Global Market Intelligence & Competitive Analysis

- Monitor and analyse competitor auction results across major global sales
- Produce detailed sale-by-sale competitive performance reports
- Maintain and structure live and online global market databases
- Prepare end-of-season market share and performance analysis reports
- Conduct in-depth research of the worldwide watch auction market
- Develop strategic insights to inform Phillips' client engagement and business development initiatives
- Update every end of year the Why Phillips Brochure with new statistics

Strategic Client Intelligence & Portfolio Development

- Identify and profile high-potential consignors and bidders for global auctions and private sales
- Analyse new clients to assess high-spend and long-term potential
- Conduct biannual structured client portfolio reviews with specialists
- Create targeted client lists for auctions, private sales, and business development initiatives
- Support business getters in developing and refining their client portfolios
- Debrief client meetings to capture strategic intelligence and collecting focus
- Maintain accurate records of client interests, wish lists, and transactional history
- Assign new sale clients to appropriate client-facing colleagues
- Review and triage inbound cold consignment opportunities

Private Sales Coordination & Pipeline Oversight

- Centralise and track global private sale requests in collaboration with the Perpetual team
- Maintain structured oversight of watches currently on offer
- Provide bi-weekly private sales pipeline updates to the team
- Ensure accurate and up-to-date tracking of inventory and client interest
- Refine and filter relevant opportunities for Business Getters

Data Governance & CRM Management

- Create and update client accounts across global locations
- Maintain data integrity within Phillips' CRM system
- Update and structure client records in line with GDPR, handling sensitive data including addresses, biographies, collections, and catalogue preferences
- Update catalogue print run and mailing list prior to each sale
- Vetting of new clients for registration by working in tandem with Bids, Legal and Finance departments

- Ensure compliance with corporate data governance policies
- Monitor print run numbers and provide print run figures for approval for each sale season and site
- Provide up-to-date distribution lists and print run for each sale site to the printed catalogue team
- Create ad-hoc client segmentation lists for Marketing initiatives

Auction Strategy, Targeting & Performance Reporting

- Support pre-sale client targeting strategy across global auctions
- Prepare presentation materials and strategic briefing documents
- Lead Interest Meeting during sale seasons
- Produce post-sale transaction analyses for senior management
- Lead end-of-sale and end-of-season debrief reporting
- Identify key revenue trends and strategic implications

Global Business Development & Cross-Location Coordination

- Lead monthly cross-regional business development and events meetings
- Coordinate global client invitation strategy across Hong Kong, Geneva, New York, and London
- Maintain a centralized overview of international events and client outreach efforts
- Support Marketing strategy, including digital campaign planning and e-blast calendar coordination
- Coordinate shipping of property for consignment where necessary

Professional Skills and Experience

- Work experience in Auction Houses and Luxury Retail Market essential, experience in Watches preferred.
- Five + years business development and management experience.
- Analytical in thought processes and at ease with data mining and analysis.
- Breadth and depth preparing of reports, data analysis and deep knowledge of PowerPoint and Excel.
- Strategic and creative thinker with a track record of delivery and ability to manage several projects concurrently and see them through from conception to conclusion.
- Solid interpersonal skills and working across cultures and geographies. Ability to working with cross functional teams and gravitas managing high level Leadership Stakeholders.
- Strong self-management and self-motivated skills including demonstrable drive and energy. Ability to work with little management oversight.
- Strong team player, able to work on multitask projects and in multi-functional teams.
- Comfortable working in a fast paced, hands on, growth orientated work environment, must be adaptive to change.
- Strong personal motivation and commitment, naturally optimistic.
- Must be proactive and demonstrate initiative, responsive and sociable.

Education and Training

- Master's degree or equivalent advanced degree preferred.
- Multicultural sensitivity and a commitment to drive inclusive culture.
- Fluent French and English.

Working Conditions

- Candidate must be open to travel as relevant within Phillips Watches department's safety and security policies.
- Flexibility for some evening and weekends around the auction calendar as required.

To apply please visit: <https://phillipsauctioneers.bamboohr.com/careers/531> Please be advised: due to the high volume of applicants, we are only able to contact those candidates whose skills and backgrounds best fit the needs of the open

position.