GELEPHU INVESTMENT AND DEVELOPMENT CORPORATION

Recruitment Announcement for International Hiring

Position: Chief Business Development Officer (CBDO)

About the Corporation

We are the Gelephu Investment and Development Corporation, established by Royal Charter in February 2024 as the commercial investment and development arm of the Gelephu Mindfulness City undertaking, wholly owned by the Gelephu Mindfulness City Authority, our sole shareholder. Our Charter mandates commercial and investment activities within and outside Bhutan and development projects within Bhutan, with full powers of fund-raising, portfolio management, and joint-venture formation. We invest across the city's eight economic clusters, being Green Energy and Technology, Finance and Digital Assets, Agri-Tech and Forestry, Advanced Manufacturing, Wellness and Healthcare, Education and Research, Tourism and Hospitality, and Infrastructure Development. Our near-term agenda is anchored by the Sankosh hydropower opportunity, a twelve-project run-of-river pipeline of roughly 1.7 gigawatts, and the GIDC Energy and Infrastructure Fund, a planned closed-end vehicle regulated by the Gelephu Financial Services Office. We are intentionally designed as a lean, AI-native organisation that pairs human judgement with technology-driven workflows to achieve capabilities that would ordinarily require far larger teams, positioning ourselves as a prototype for next-generation investment institutions.

Why This Role Exists

Our mandate cannot be fulfilled by investment capability alone. Someone must make sure there is something worth investing in. The Chief Business Development Officer owns the origination engine, the pipeline of projects, partnerships, and counterparty relationships across the eight clusters, and the institutional relationships with the Gelephu Mindfulness City Authority and the Royal Government of Bhutan on which that pipeline depends. The Chief Investment Officer makes the Corporation able to invest. The Chief Business Development Officer makes sure the opportunity set exists, is qualified, and keeps flowing.

The Position

The Chief Business Development Officer builds and owns our business development pipeline. The role reports to the Chief Executive Officer, with direct presentation to the Board, and works in peer partnership with the Chief Investment Officer and the Chief Operating Officer, coordinating with all functions of the Corporation and with the Gelephu Mindfulness City Authority. In the foundational phase, the role carries three primary priorities. The first is to originate the anchor partnerships for strategic projects, including offtakers, hyperscalers, and strategic co-developers. The second is to convert our designations and rights into a structured, bankable project pipeline across our priority sectors and project portfolio. The third is to negotiate the seed-asset framework with relevant agencies to establish an early income base for the Energy and Infrastructure Fund.

Key Responsibilities

The role builds systematic deal flow across our priority sectors and clusters, using AI-assisted business development tools for opportunity screening, market intelligence, and pipeline monitoring. It converts rights, designations, and concepts into structured opportunities that are ready for the Chief Investment Officer's qualification against the Investment Policy Statement. It drives the development pathway for our strategic infrastructure pipeline, including the twelve-project run-of-river hydropower portfolio, sequencing projects with the Gelephu Mindfulness City Authority and government counterparts and preparing each for the Project Development Facility. It originates and cultivates the anchor relationships for priority projects, being power offtakers, hyperscalers, and strategic co-developers, and builds the network of energy companies, infrastructure developers, industrial tenants, and technology companies that the city's clusters require. It opens and nurtures relationships with development finance institutions, sovereign investors, climate finance institutions, and pension funds and other institutional investors, feeding the capital raise led by the Chief Investment Officer. It leads the negotiation of the seed-asset framework and individual transfers with the Authority and other relevant agencies on commercial terms supported by independent valuation, and it secures and maintains the designations, concessions, and access rights on which the pipeline depends. It represents the Corporation in the regional and global investment community, and it recruits and develops a lean business development capability while developing Bhutanese professionals in origination, partnership management, and government relations.

Candidate Profile

We are seeking a candidate with fifteen years or more in business development, deal origination, or coverage roles in infrastructure, energy, project development, or investment banking, with senior responsibility for pipeline and partnerships. You will have demonstrated origination of large transactions or partnerships that reached execution, ideally including power offtake, digital infrastructure, or public-private partnership arrangements in emerging markets. You bring credibility and negotiating experience with governments and state institutions, development finance institutions, and multinational corporates, and hyperscaler or data-centre ecosystem experience is a strong advantage. You have built a function or franchise from an early stage, and you are fluent with technology-augmented ways of working. You hold an advanced degree in business, finance, engineering, or a related field, or equivalent professional standing. Bhutanese and international candidates are equally eligible.

Location

The location is flexible, with at least 50 per cent of time spent in Bhutan and at Gelephu Mindfulness City. The role involves international travel of 30 to 40 per cent for partnerships and counterparty development.

Terms of Engagement

This is a full-time appointment on a three-year term, renewable based on performance review or as mutually agreed. Compensation is market-based, under the compensation framework adopted by the shareholder. The total package is to be negotiated and is subject to final Board approval.

How to Apply

To be considered for this appointment, please submit your latest curriculum vitae, together with the current and accurate details of your referees, by email to gidc@gidc.bt. The full Terms of Reference for the role are available at https://drive.google.com/file/d/1qAFPu1hcjpK5gmq7shXYGxyS0oooHqAr/view?usp=sharing. For any enquiry before applying, you are welcome to write to us at kesangwangmo@gidc.bt or ugyenrigzin@gidc.bt.

Closing Date

Applications must reach us no later than 7 September 2026. We encourage early submission.

Only shortlisted candidates will be contacted, and all applications are treated in strict confidence. GIDC welcomes qualified international candidates only.