**Job Title: Commercial Director**

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| **Role Purpose (position scope)** |
| Commercial lead for a specific area of the business with responsibility for all existing contracts and bids in that area. Working with multifunctional teams within a dynamic environment, focussed on long term service delivery programmes. Responsible for all commercial aspects throughout programme lifecycles; including proposal development, customer negotiations, internal governance, contract management and successful closeout. |

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| **Line Manager** | **Dotted Line** | **Direct Reports** | **Dotted Line** |
| Global Vice President Contracts and Commercial | N/A | Yes | Programme Manager / Bid Manager |

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| **Key Responsibilities** |
| Responsible for a small team of commercial specialists, providing oversight, direction and development. Tasks may be achieved either directly or by delegation to team members.  Leading and/or directing commercial negotiations with new and existing customers, minimising liability and maximising profit.  Establishing and nurturing customer relationships from bid to contract completion.  Developing proposals as a key member of the bid team and/or in supporting commercial staff in that role, including establishing a commercial position around contract terms in the context of the programme which represent an acceptable balance of risk and reward whilst remaining competitive.  Undertaking or overseeing commercial review and contractual analysis of key terms in order to present recommended positions to board level management as part of the tender vet process.  Sound contract management of existing contracts and live programmes; including ensuring commercial risk is actively managed, contract obligations are met, commercial issues are actively resolved and that dependencies and changes to scope are captured and managed.  Development of strategic relationships and agreements with industry partners and intermediaries.  Working with strategic suppliers (directly or via procurement team) to underpin prime contracts.  Advising the business on all commercial and contractual matters.  Any other duties that are reasonably requested by management within the capability of the incumbent. |

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| **Core Competencies** |
| Broad business awareness and experience of managing the commercial elements of complex, high tech, challenging projects through the full development and contract lifecycle (ideally service delivery based within the aerospace & defence sector).  Combines experience, intuition and strategic thinking to make considered judgements about commercial opportunities and risks.  Ability to develop relationships at all levels, exert influence and command respect.  Excellent communication and presentation skills.  Experience in developing, reviewing, drafting and negotiating contract terms and conditions within the context of programme scope.  Experience of working with UK MOD, other UK government departments and export customers.  Experience in managing teams.  Degree calibre with 15 years of relevant experience and possessing the drive for further career development. |

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| **Key Measures** |
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Job Holder: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Manager: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_