

Area Commercial Director

Generic title	Director
General Description	This is a senior Commercial role within an Area Business to deliver consistent and progressively improved performance of the Commercial team across a large and significant income stream within the business unit.

Competencies

Achieving Results	Capacity to set goals for self and others Proactively identifies and pursues new stretching targets and opportunities High levels of personal drive and commitment Adds value beyond doing the job Focuses well on personal development goals
Analytical thinking and decision making	Considered analysis of all available data to arrive at viable options Organising information to identify the key issues and to plan appropriately
Communication	Ability to adapt one's style to the message and audience so people understand what you want Connect with people in all levels of the business
Dealing with change	Rigorous reviews of new events/situations Sees change as opportunity Uses change to focus and make improvements to the organisation Involves and persuades others of benefit of change
Teamwork	Create appropriate networks of people internally and externally Build opportunities for cooperation with other individuals and teams Cut easily across horizontal and other boundaries, taking a corporate perspective Understand how teams work and how to lead one
Leadership	Demonstrate clear and visible leadership, with capacity to absorb responsibility and accountability whilst providing sensitive direction to others Remain effective when the situation is unclear, complicated or pressurised
Managing resources	Create a plan for a familiar project or process Interpret a plan and decide what resources and required Bring resources together and ensure they are efficiently deployed Able to call upon and manager diverse skills and methods to deliver results
Negotiation	Collecting and collating information on the reality of the situation and options open to you Knowing where you stand Knowing how to create a position Building a winnable case Anticipate the needs and concerns of others
People Development	Can work well within tested framework of development to identify others' needs Use personal experience to build skills in other people Use informal and formal performance review to target needs for development Understand and recognise people's current career needs Coach and give feedback Build development plans with others

Role definition

Summary of role	The Role will support the Area Director in achieving the aims of the Area
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	Business Plan as part of the Business Unit.
Responsibilities and accountabilities	Key responsibilities will include input to work-winning through building strong relationships with Clients, Consultants, Supply Chain members and internal Bid teams. The individual will lead, direct and manage a large team of Commercially based colleagues in the successful delivery of Month end reports and commercial process compliance. Capabilities to deal with a complex range of concurrent projects in a mature and professional manner and report to Senior Management on a regular basis with a balanced approach to Risk management are essential to the success of the role.
Qualifications, training and technical knowledge	Preference given to BSc in Quantity Surveying, MRICS or equivalent professional accreditation. Experienced across all forms of Contract terms and a background in contracting organisations.
Attributes and skills	<p>Self-driven, results-orientated with a positive outlook</p> <p>Good management skills, with the ability to motivate employees to achieve high standards of compliance</p> <p>Excellent organisational skills, planning and time management skill; able to manage business priorities simultaneously without compromising on standards and quality</p> <p>Ability to monitor performance and intervene appropriately to ensure targets are achieved and exceeded</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to grow the business through identifying and exploiting specific opportunities</p> <p>Ability to see the wider picture and how their activities impact on direction and delivery</p> <p>Ability to work with senior management to set project and operational targets</p> <p>Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders</p>