

## Senior Commercial Manager

<b>Generic title</b>	Senior Manager - 1
<b>General Description</b>	<p>Under the direction of a Director, this Senior Manager will manage a significant function within a business unit, a large number of managers or a significant income stream. Managed activity will be of a larger scope and complexity.</p> <p>In operations they will manage large scale or complicated multidisciplinary construction schemes or sites and their associated activities from conception through to completion, delivering work that meets project requirements, customer satisfaction and in accordance with Morgan Sindall standards. The will play a major role in delivering the company's value set and philosophy.</p> <p>In commercial they may lead on supply chain management, take responsibility for a line of business or all aspects of pre-construction in their area.</p>

## Competencies

<b>Achieving Results</b>	<p>Capacity to set goals for self and others</p> <p>Proactively identifies and pursues new stretching targets and opportunities</p> <p>High levels of personal drive and commitment</p> <p>Adds value beyond doing the job</p> <p>Focuses well on personal development</p>
<b>Analytical thinking and decision making</b>	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
<b>Communication</b>	<p>Ability to adapt one's style to the message and audience so people understand what you want</p> <p>Connect with people in all levels of the business</p>
<b>Dealing with change</b>	<p>See potential of new ideas and situations</p> <p>Takes a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
<b>Teamwork</b>	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Takes a cohesive and encouraging approach to team working</p>
<b>Leadership</b>	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility - organising and guiding where necessary</p>
<b>Managing resources</b>	<p>Create a resource plan for an unfamiliar or potentially complex project</p> <p>Manage others to implement effective planning, problem-solving and decision making</p> <p>Understand the resource implications on the business plan</p>
<b>Negotiation</b>	<p>Collecting and collating information on the reality of the situation and options open to you</p> <p>Knowing where you stand</p> <p>Knowing how to create a position</p> <p>Building a winnable case</p> <p>Anticipate the needs and concerns of others</p>
<b>People Development</b>	<p>Grow a team that is aligned with the business objectives</p> <p>Understand strengths and weaknesses of team members and work with them to good effect</p>

	Understand ambition and manager expectations Use of a wide range of development tools
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## Role definition

<b>Summary of role</b>	Responsible for the management of all commercial aspects of the business area including individual projects where required.
<b>Responsibilities and accountabilities</b>	Actively source and win new work win by appropriate bid strategies Develop and agree a commercial strategy which achieves budget and maximises profitability Manage commercial risk and opportunity Ensure commercial reporting procedures are adhered to Manage, coordinate, supervise and support the commercial teams in areas of personal development and advice on commercial issues Manage commercial aspects including monthly reporting, end life forecasting, monthly project reviews and account settlement Manage procurement in line with our supply chain vision Management of contractual processes Proactively negotiate with customer on contractual matters Input to management reports as appropriate Maintain ownership and proactively close out old projects and legacy issues Understand and promote Morgan Sindall core values Keep abreast of change in Commercial legislation
<b>Qualifications, training and technical knowledge</b>	Degree educated in quantity surveying or other similar commercially related discipline RICS accreditation preferred Able to manage the monthly reporting process including cost value reporting (CVR) Experience using COINS Experience in commercial management of sub-contractors including procurement, valuations and final accounts Able to set up and manage direct labour, plant and materials on projects Knowledge and experience of dispute resolution
<b>Attributes and skills</b>	Self-driven, results orientated with a positive outlook Good management skills, with the ability to motivate employees to achieve high standard of compliance Excellent organisational, planning and time management skills; able to manage projects simultaneously without compromising on standards and quality Sound knowledge of the construction industry Ability to ensure standards and specifications are met Ability to work with senior management to set project and operational targets Excellent negotiation and diplomacy skills and the ability to make a sound business case to senior stakeholders