

Job Title:	Commercial Manager
Location:	Glasgow
Responsible To:	Regional Director
Direct Reports:	Integrated Instrumentation Services Commercial/Delivery Team
Review Date & Rev No	27th May 2024 Rev2

Purpose of Job:	<p>The Commercial Manager is a critical role with responsibility to Manage the Integrated Instrumentation Services channel and provide commercial, tendering and Technical Management for all panel and complex product/modular assemblies being manufactured and assembled at Hydrasun. The role will also manage any interconnected dependencies between projects in the business.</p> <p>The Commercial Manager will work with the Senior Management Team to develop a clear strategy to ensure that the IIS channel has the required skilled people and product , market offering and services to allow the channel to significantly grow.</p> <p>An essential part of the role will be to assess the current IIS channel, identifying where changes/improvements can be made and then spearheading the implementation of change.</p> <p>We would welcome experienced senior professionals with strong Commercial and Technical experience in the manufacture of complex panel and modular assemblies, or from a Project Management background in a similar environment.</p>
Key Areas of Responsibility:	<p>Management Duties</p> <ul style="list-style-type: none"> <li>To develop the channel strategy through clear definition of market offering to ensure the business has sufficient capability to deliver against three year growth plans and external and internal project delivery requirements.</li> <li>To strengthen manufacturing and production management governance structures and processes to enable achievement of high standards and consistency of product delivery.</li> <li>Strategic and tactical responsibility for implementation of the IIS strategy and strategic operational goals to exceed customer expectations for product quality, cost and delivery, maximising efficiency, optimising production levels and driving operational excellence.</li> <li>Work closely with the external sales team to ensure alignment to the developed IIS strategy.</li> <li>Overall responsibility for the delivery of projects within the IIS channel to meet safety, scope, cost, schedule and business benefit targets.</li> <li>Ensures all projects have detailed commercial estimates documented and baselined designs.</li> <li>Managing and reporting on key milestones across all projects progressing through the IIS channel.</li> <li>Works with project managers and other key stakeholders to mitigate and manage risks to milestones to prevent programme slippage</li> <li>Manages cross-project and interdepartmental dependencies</li> <li>Provides regular reporting and communication on project status</li> <li>Tracks, manages, and reports project portfolio risks and issues</li> <li>Accountable for ensuring there is proper change control across all projects and that any scope changes are documented and, where appropriate, additional fees are recovered from the customer.</li> <li>Ensuring all projects carried out in accordance with company and legislative SHEQ policies and procedures.</li> </ul>

	<ul style="list-style-type: none"> <li>Ensuring successful commissioning, handover, and closeout of the projects to client/operations as appropriate.</li> <li>Work with the Glasgow and Aberdeen Engineering teams to establish engineered designs to allow quotes and builds to progress.</li> <li>To actively identifying opportunities for Personal Development within the commercial, manufacturing and production team leading to benefits for the employee and the Company.</li> <li>To actively participate in the performance management process and to ensure agreed personal objectives are met.</li> <li>To adhere to the procedures as defined in the Safety Management System and Quality Management System.</li> <li>To adhere to the procedures as defined in the Human Resource Management System.</li> <li>Responsible for the management and leadership of the IIS team in order to achieve the Customer requirements and other KPI's within the budgets agreed by the Company.</li> <li>Ensuring that the work is produced and delivered through processes which are clearly specified and consistently controlled in conjunction with the Company's Quality Procedures, BS EN ISO 9001:2000 and customer specifications.</li> <li>To conduct regular reviews of the effectiveness of the department processes and implement actions regarding key areas for growth and improvement of services.</li> <li>Responsible for the overall management, competency, and personal development of the personnel within the sphere of control.</li> <li>Leading and participating in strategy reviews, internal and external operational audits, budgeting and inventory management processes.</li> <li>Promoting "best in class" working practices and full compliance with the Company's HSE, Quality and HR Management Systems.</li> <li>Provision of regular and comprehensive reports to senior management on the status of the department key indicators with appropriate benchmarks drawn from external sources.</li> <li>Compliance with statutory regulations e.g. HSE, transport, personnel.</li> </ul>		
Interfaces (Internal/External):	<ul style="list-style-type: none"> <li>Close co-operation with all other internal departments, including remote Company branches.</li> <li>Customer and supplier interfaces as necessary to ensure high levels of service provision.</li> <li>Internal and external auditors and other statutory bodies.</li> </ul>		
Qualifications:	<i>Essential</i>	<i>Desirable</i>	
	HNC/HND/Degree in electro/mechanical engineering, manufacturing management is desirable or significant suitable experience.	<ul style="list-style-type: none"> <li>Experience of operating in a Multi Stakeholder environment</li> <li>Experience of a Customer facing role</li> </ul>	
Experience Required:	<i>Essential</i>	<i>Desirable</i>	
	<ul style="list-style-type: none"> <li>Relevant experience in working with build of complex panel and modular assemblies</li> <li>A strong team manager with a breadth of commercial expertise with significant years of working in a panel/modular assembly business.</li> <li>Significant experience of using influencing skills at a senior level and in a challenging arena. Ability to operate effectively in a multi stakeholder environment at all levels of the organisation, including but not limited to business-to-business clients,</li> </ul>	<ul style="list-style-type: none"> <li>A track record in commercial and technical management of equipment for the oil &amp; gas, petrochemical or power (conventional or renewable) industry.</li> <li>Experience of hydrogen related products.</li> <li>Full project lifecycle management experience from concept development, prototyping, manufacture, commissioning through to closeout/handover.</li> </ul>	

	<p>stakeholders, suppliers and internal colleagues and teams.</p> <ul style="list-style-type: none"> <li>Team leadership roles at a strategic managerial level, managing cross-functional and multi-disciplinary teams.</li> </ul>	
<p>Skills/Training Competences/Abilities:</p>	<ul style="list-style-type: none"> <li>Ability to think strategically and adaptively in order to be able to quickly evaluate the potential or actual impacts of changing circumstances or priorities and complex and difficult business issues;</li> <li>Ability to constructively challenge current thinking and evaluate business and contractual risk, building in appropriate safeguards to protect the organisation. Provide advice and guidance across the organisation in this regard;</li> <li>Strong technical and analytical skills</li> <li>Strong communication and interpersonal skills.</li> <li>Planning, organizational, influencing and negotiation skills.</li> </ul>	

Please note that you may be requested to undertake other duties from time to time and it is possible that your duties may change over time. You will be expected to co-operate with all reasonable requests. If the changes are deemed to be longer term then this job description will be revised.

Signature of Job Holder: \_\_\_\_\_  
Name in Capitals ( )

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

Signature of Manager: \_\_\_\_\_  
Name in Capitals ( )

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