

Head of Commercial Engagement

Department: Chief Operating Office

Division: Commercial Services

Reports to: Commercial Services – Director

JE Reference: COO1002

Grade: 15

Job purpose

Professional lead for commercial engagement, advisory and delivery services across GoJ and external parties to deliver a high quality and timely Commercial Services. Transforming and leading the approach to commercial business engagement and delivery across GoJ, repositioning the service as a trusted, proactive commercial partner

Experienced in creating and implementing new and varied trading models, diversified financial approaches, and with a strong level of understanding across the economics spectrum, from the macro to the behavioural, this role will positively disrupt traditional approaches by bringing more design thinking to the table, ensuring value for money and holistic outcomes and efficiencies

Job specific outcomes

- Develops and delivers the Commercial Service engagement, advisory and delivery strategy. Leading, managing and developing the Commercial Engagement Partner capability whilst fostering strategic relationships across GoJ and its network
- Builds trusted relationships with Director Generals and other senior stakeholders across the organisation. Managing the commercial relationships between Commercial Services and its internal customers (e.g. Departments, Programmes, Projects) across all levels and influencing the right outcomes from commercial decisions
- Engaging early with Director Generals and their SLTS to develop a clear pipeline of commercial opportunities, identifying crosscutting themes and developing a strategy highlighting key priorities, through a structured mechanism to be developed, whilst enabling SMART commercial outcomes are influenced and optimised. Working with the Procurement Delivery team to co-create prioritised pipelines of commercial and procurement activity. Moving from a reactive to a proactive service that adds value and insight across the GoJ
- Directs and oversees the development and delivery of commercial strategies and solutions within the departments. Ensuring these positively affect the strategic direction of the departments, services they offer whilst ensuring a 'OneGov' approach
- Identify areas such as: new revenue schemes, diversifying existing commercial vehicles, reviewing and working with the Commercial Business Services team to optimise the governance and performance measurement approaches for ALOs and State's Owned Entities

- Directs the team to ensure delivery of transformative Commercial Strategies to the organisation. Leading the team to solve organisational problems creatively to drive performance improvement and innovation, allocating the right resource and skillsets on a cost to serve basis to drive projects that deliver optimal business outcomes and manage risk within the risk appetite of the organisation
- Directing and overseeing the re-engineering of processes and ways of working across the organisation to drive efficiencies and enhance outcomes for the government, contributing to the attainment of GoJ Strategic Priorities, acting as a change agent to deliver a One Government approach
- Acts as an ambassador for change, identifying opportunities to influence behaviours and encourage GoJ to move towards progressive approaches to solutions that maximise the impact and value of commercial decisions. Develop design thinking mind-sets across stakeholders focusing on the long-term sustainability of commercial decisions and consider the total cost of ownership
- Forms part of the Commercial Services Leadership Team with the Commercial Services Director and the Heads of within the Commercial Services team to improve the ways of working, policies, strategies and processes to deliver improved outcomes to the organisation
- Responsible for the provision of coaching and mentoring the business to embed commercial practices and expertise whilst elevating the position of Commercial Services across the business
- Responsible for ensuring commercial governance and policies are implemented, monitored and assured, together with the creation and implementation of appropriate local governance and policies supporting personal growth, knowledge development and enhancing the team's capability

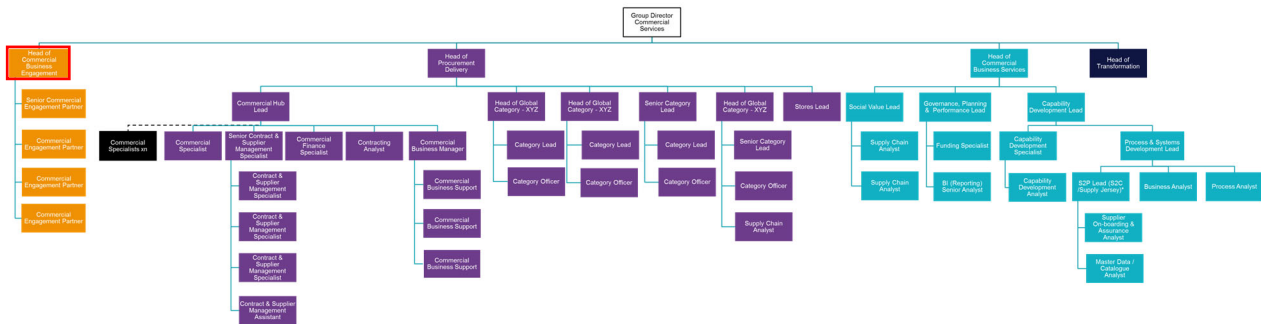
Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Services (TIER 1,2 and 3 jobs only – DELETE if not applicable)

- *Business Engagement*
- *Commercial advisory services*
- *Demand generation (for Commercial Services)*
- *Support the development of Commercial Strategies*

Organisational structure



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	Relevant business degree / up to 5 years equivalent experience / MCIPS or CIPS qualified (or equivalent experience)	CIMA qualified
Knowledge	<p>Extensive demonstrable knowledge of strategic business engagement, board level stakeholder management and influence to drive improved ways of working within large, complex organisations undergoing significant change programmes. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p> <p>Extensive knowledge of designing and adopting progressive commercial and procurement practices that enable and enhance community wealth. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p>	<p>Understanding of the Jersey political landscape (how things get done)</p> <p>Understanding of the Government Plan</p> <p>An appreciation of the Team Jersey and One Government vision.</p>

	<p>Excellent knowledge of developing and implementing strategic commercial and procurement strategies and best practices. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p> <p>Extensive knowledge of enhancing social value in commercial decisions to deliver increased value and outcomes throughout the commercial and procurement lifecycle. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p> <p>Excellent knowledge of relevant commercial legal provisions and processes, coupled with the skills to use this knowledge to draft and manage appropriate contracts. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p> <p>Excellent knowledge of best practice principles around how public funds are allocated, managed and monitored. Coaching the team and the wider business to grow their knowledge and enhance commerciality within the organisation</p> <p>Extensive knowledge and ability to drive multiple complex strategic projects and services within large organisations undergoing significant change programmes</p>	
<p>Technical / Work-based Skills</p>	<p>Excellent ability to bring together a deep knowledge of the broader business context and understanding of the strategic business priorities, objectives with market and supplier insights to increase value to GoJ throughout the end to end supply chain</p> <p>Excellent analytical reasoning and data analysis to support insight led decision making. With the ability to interpret and present the information to positively influence decision makers across the organisation. Able to coach others within the team to enhance their analytical reasoning skills</p> <p>Excellent ability to achieve SMART commercial outcomes through strategic, complex negotiations that optimise GoJ services, value for money, social value, risk management, innovation and establishes sustainable supplier relationships</p>	
	<p>Demonstrable leadership skills, with the presence to be a role model for other team members,</p>	

<p>General Skills/Attributes</p>	<p>influence positive outcomes, coach others and the confidence to challenge</p> <p>Excellent ability to build strong credible relationships with senior stakeholders and ministers based on trust, reliability and constructive challenge with GoJ business owners, stakeholders and suppliers</p> <p>Demonstrates excellent capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner</p> <p>Expert ability to manage and coach large matrix teams across complex organisations to enhance commerciality and grow talent</p> <p>Demonstrates a capability to embed design thinking across the organisation, influencing stakeholders to move towards progressive approaches that maximise value of commercial decisions</p>	
<p>Experience</p>	<p>Significant demonstrable experience of leading and growing commercial/procurement teams within large, complex organisations (preferably within a commissioning environment) undergoing large-scale change. Achieving positive outcomes that contribute to the organisation's strategic objectives</p> <p>Demonstrable experience working across both commercial and financial roles</p> <p>Significant demonstrable experience of influencing and maximising value from large, complex internal and external commercial relationships in complex businesses that are undergoing significant change programmes. Meeting organisational needs and maximising value throughout the commercial lifecycle</p> <p>Significant demonstrable experience of seeking and inviting ideas and intelligence from external sources; encouraging cross-industry partnerships that drive value and innovation</p> <p>Significant demonstrable experience of achieving enhanced value for money, using diversified financial approaches, social value, risk management, innovation and sustainable supplier relationships through complex, strategic negotiations pre and post award of contracts</p>	

Core Accountabilities, Attributes and Behaviour Indicators

Delete as appropriate:

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 1 to 3 core accountabilities, attributes and behaviour indicators.