

Senior Commercial Lead

Department: Chief Operating Office

Division: Commercial Services

Reports to: Head of Commercial Business Engagement

JE Reference: COO269.1

Grade: 13

JE Date: 23/9/2020

Job purpose

Deliver engagement and advisory services across GoJ and external parties to deliver a high quality and timely Commercial advice. Collaborating across GoJ to deliver improved commercial strategies and maximising outcomes for GoJ and its service users

Job specific outcomes

- Delivers the Commercial Service engagement and advisory strategy. Developing and owning strong trusted relationships with senior level stakeholders across the organisation. Influencing stakeholders to foster a collaborative approach across the organisation and demonstrate the value of a 'One Team' approach. 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.
- Supports departments to develop fit for purpose commercial strategies that include innovative, progressive approaches to utilising resource to deliver better outcomes in the most efficient, effective, equitable and sustainable way. Working with the Commercial Services Team to inform Category Plans that secure goods, services and capital projects that align to, and deliver department strategies and improved outcomes to Jersey and its residents
- Provides wide ranging commercial advice to Departments to help the organisation meet service and customer requirements (pulling on commercial and category expertise as required) and, where possible, identifying opportunities to aggregate or standardise services and goods to produce efficiencies across the organisation. Acting as the change agent to encourage and foster cross-departmental working and collaboration; championing the 'One Government' approach
- Works with the departments to deliver innovative service designs, commercial and contracting models and optioneering; assessing the delivery options and the best approach to implementation. Supporting departments to develop business cases for major projects and ensuring they consider all commercial options and implications
- Acts as the single point of contact and accountability for the delivery of agreed commercial activity for their stakeholder group. Whilst ensuring early engagement of Commercial Services in commercial activities, enabling commercial outcomes to be influenced and optimised and connecting customers to the commercial services operating model

Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<p>Relevant business degree</p> <p>Up to 5 years equivalent experience</p> <p>MCIPS or CIPS qualified (or equivalent experience)</p>	
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>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>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>Knowledge of best practice principles around how public funds are allocated, managed and monitored. Coaching the team and the wider</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>business to grow their knowledge and enhance commerciality within the organisation</p> <p>Knowledge and ability to drive complex strategic projects and services within large organisations undergoing significant change programmes.</p>	
Technical / Work-based Skills	<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 ability to draw on a range of consulting skills to drive strategic stakeholder engagement, effective communication, demonstrate creativity in problem solving, develop and deliver compelling solutions and manage the people side of change</p> <p>Good 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.</p>	
General Skills/Attributes	<p>Demonstrable business engagement skills, with the presence to be a role model for other team members, 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>Excellent ability to coach large matrix teams across complex organisations to enhance commerciality and grow talent</p>	
Experience	<p>Significant demonstrable experience of working within large 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>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</p>	

	<p>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>Extensive demonstrable experience of strategic stakeholder engagement within large, complex organisations. Building trusted strategic relationships within a matrix environment and influencing stakeholders to achieve the right outcomes for the organisation</p> <p>Significant demonstrable experience of achieving enhanced value for money, social value, risk management, innovation and sustainable supplier relationships through complex, strategic negotiations pre and post award of contracts</p>	
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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.

This is a Tier 4 role