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Commercial Manager – Performance and Controls

The Role:

The purpose of this role is to manage and deliver the implementation of Commercial and Financial process improvement across a £2bn programme of capital works within the @one Alliance. Covering all relevant end to end processes which ultimately drive commercial management and performance reporting across the business. The role will evolve over time, as in the first 9-12 months it will be mainly focused on the initial roll out and embedding of standardised commercial and financial processes, reporting and automation, driving additional capacity in to the Commercial and Finance Teams. This will involve effective planning, liaison with a range of stakeholders, as well as providing valuable insight into the most effective and efficient path to achieving outperformance within the business.

Once these processes are initially embedded, the Commercial Performance Manager will then oversee the effective on-going operation of these processes, alongside exploring and implementing further improvements to the commercial and financial control environment, working with External and Internal stakeholders to achieve this.

Key Responsibilities:

Team

As a member of the Senior Commercial Leadership Team, you will provide front line performance improvement support. Building strong relationships with the Commercial and Finance Teams, Business Unit Teams and key stakeholders internally and externally. Support and influence the health & safety culture within the @one Alliance.

Strategy

Working with the Head of Commercial and Head of Finance you will collate, prioritise, plan and report on all Commercial and Finance improvement initiatives. Taking in to account the complexities and business impact these initiatives will have and measure the efficiency and team capacity these initiatives will bring. You will understand all elements of the commercial model and the contract, along with the impacts and opportunities around TOTEX delivery and Anglian Water's long term business plan, ensuring outperformance and positive outcomes are entwined in all Commercial & Finance processes and behaviours across the business.

Project Management

You will manage all projects under development. Scoping the entire process and implementing the team to design the required improvements through up-skilling the team's capabilities, improving processes, automating manual intervention and utilising digital solutions where possible. Accountable for the trialing, implementing and embedding of all business approved initiative changes.

Reporting

Providing monthly reporting on Commercial & Finance Improvement. Identifying the number of initiatives under consideration, their current status of progress, what business benefit they are or will bring and the compliance of the business in utilising the changes. In addition you will identify what improvements are under consideration and where the current focus is inside and outside of construction in providing a World Class Commercial and Finance function within the @one Alliance.

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Key relationships:

- Alliance Senior Leadership Team
- Commercial and Finance Leads
- Anglian Water Commercial Assurance Team
- General Managers
- Project Managers

Person Specification:

The successful candidate is likely to meet all of the following criteria:

Essential

- Qualified to degree level in a relevant discipline.
- In depth commercial and financial process & systems understanding, preferably in a contracting environment, of large scale multi million pound capital construction projects
- Proven ability in delivering business objectives at a strategic level
- Proven experience in developing best practice
- Ability to shape the future @one commercial & finance strategy
- Innovative & Proactive
- Flexible and can demonstrate people management experience
- Able to manage pressure, meet strict deadlines, have an ability to challenge commercial, finance and operational management at all levels
- Excellent communication skills, including the ability to communicate financial information to non-financial managers
- Can clearly communicate the strategy and provide direction
- Strong motivational skills
- Ability to deliver quality outputs within tight deadlines

Desirable

- Professional commercial and/or project management qualification ie RICS/ICES/CIOB/APM/PMI.
- Excellent team player
- Takes personal responsibility for continually improving own knowledge, skills and networks.

Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

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About Barhale:

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 600 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

Our business activity is carried out for the following principal sectors:

Water: Civil Engineering, Tunnelling, Pipelines and Utilities

Transport: Rail, Aviation, Waterways, Highways and Bridges

Energy: Power Generation, Power Transmission and Distribution, Waste

Developer Services: Civil Engineering across private sector developers UK wide

Specialist Businesses: Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to careers@barhale.co.uk.

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.