

Rosherville Commercial Manager

Job details

- Salary: £59,548 to £79,785 (inclusive of allowances)
- Location: Civic Centre, Gravesend (hybrid)
- Status: Permanent, Full Time
- Hours: 37 per week

The role

The Commercial Manager will lead the development, delivery, and optimisation of commercial activities across the Local Authority Trading Company group.

The role will work with the subsidiary companies to help drive sustainable revenue growth, strengthen customer relationships, identify new market opportunities, and ensure commercial operations align with the company's strategic objectives and public value commitments.

The postholder will work closely with the Board, local authority stakeholders, operational teams, and external partners to maximise commercial performance while maintaining strong governance and compliance.

Key Responsibilities

Commercial Strategy & Growth

- Identify, evaluate, and pursue new business opportunities, partnerships, and service lines when required
- Lead market analysis, pricing strategies, and competitive positioning to ensure commercial viability.
- Develop and implement commercial strategies that support the LATC's business plan and long term financial sustainability.

Financial & Performance Management

- Senior budget holder responsibility. Working with finance colleagues to ensure accurate forecasting, budgeting, and cost control including reporting to the various company Boards.
- Monitor commercial performance, KPIs, and profitability across service areas.
- Prepare business cases, financial models, and investment proposals for Board approval.
- Drive continuous improvement to enhance efficiency, productivity, and customer value.

Stakeholder & Client Engagement

- Act as a key point of contact for clients, partners, and local authority commissioners.
- Build strong relationships with internal and external stakeholders to support growth and service development.
- Represent the LATC at meetings, events, and industry forums as necessary.

Governance, Compliance & Risk

- Ensure all commercial activities comply with company policies, procurement rules, and relevant legislation.
- Maintain strong governance standards and support Board reporting and decision making.
- Identify and manage commercial risks, implementing mitigation strategies where required.
- Work with the Company Secretary to ensure all necessary statutory returns are completed as required.
- Preparation of performance reports and annual reports to both the Rosherville Limited Board and the Shareholder Advisory Committee.

Other Duties

- To attend all Rosherville Limited Board Meetings, Shareholder Advisory Committee meeting and as necessary, subsidiary company Board meetings.
- Undertake full line management responsibilities for the Group Accountant and provide guidance, support and training as necessary to other staff members.
- To carry out such other duties as may be required of you, commensurate with the grade and level of responsibility, as directed by management.
- The post holder will carry out all duties and activities having regard to the provisions of the Health and Safety at Work Act 1974, and in accordance with any instructions from officers under that Act or any company Codes of Practice or Procedures.
- The post holder must ensure that data quality and integrity is maintained and that data is processed in accordance with company policy, the Data Protection Act, the Freedom of Information Act and other legislation
- The post holder will comply with Statute and Company Policy in all respects.
- A commitment and contribution to the company's Equalities Policy is an essential requirement of the post.
- A commitment to excellent customer service and the values of the Company.

Skills, Experience & Qualifications

Essential

- Proven experience in commercial management, marketing, business development, or contract management.
- In-depth knowledge of various business functions, including business development, financial management of projects and customer management.
- Experience in risk management, creating successful bids, overseeing projects from inception to completion and driving operational business metrics.
- Previous experience managing cross-functional teams.
- Strong financial acumen, including business case development and commercial modelling.
- Excellent negotiation, communication, and relationship building skills.
- Experience working with or within public sector organisations, ideally in a trading or commercial environment.
- Ability to balance commercial ambition with public value and governance requirements.
- Hold a bachelor's degree in business development, business management, business administration or a related field.

Desirable

- Experience in a Local Authority Trading Company, arm's length organisation, or similar hybrid model.
- Knowledge of procurement law, company governance, and public sector trading rules.
- Professional qualification in business, finance, or commercial management.

Personal Attributes

- Entrepreneurial mindset with a pragmatic, delivery focused approach.
- Confident decision maker able to work with ambiguity and competing priorities.
- Collaborative, politically astute, and comfortable engaging at all levels.
- Commitment to ethical practice, transparency, and public value.