



Date:

Created by: JGS

Approved by:

Issue No: DRAFT

Role Profile CRL0xx: Commercial Director

Role Type:	Permanent;
Reports To:	Managing Director
Reportees:	Head of Marketing/Business Development
Key Relationships:	Shareholders; Executive Board; President & Founder; CEO; Projects Director; Manufacturing Director; Technical Director; Compliance & Operations Director; Regulatory & Government Bodies; Current and Potential suppliers; Current and Potential customers; External Auditors; Other Interested Parties

Job Purpose:	<p>Overall accountability for the creation and delivery of the Commercial Business Plan for CRL, in line with the Company Vision.</p> <p>As an integral part of the Senior Leadership Team, actively support the Executive Board to realise the potential of the Company, and maximise Shareholder returns, through the global deployment of its patented process.</p> <p>Define and execute the required Commercial Business plans to support the development, delivery and cost effectiveness of all manufacturing facilities on a UK and International basis, maximising financial returns, and ensuring CRL is recognised as the leader in the development of the ABE fermentation process at commercial scale.</p>
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Key Accountabilities	<ul style="list-style-type: none"> • Work within and drive a culture within Commercial team where safe and hygienic working practices and the requirements of the Integrated Management System are strictly followed to ensure compliance with H&S, Environmental and other legal requirements. Ensure strict compliance to the CRL governance structure, in particular with regards to Contracts to minimise the risk to the Business. • Develop and deliver the annual Commercial Business Plans to support the Senior Leadership Team delivery of the CRL strategic objectives, in line with the Company Vision. • As an integral lead role in the set up and delivery team for future projects, accountable for leading, developing, concluding and monitoring all contracts, ensuring customer expectations and contractual obligations are met, minimising overall risk and maximising financial and reputational benefits for CRL. • Fully develop the supply chain to enhance and deliver CRL's operational/projects capability, ensuring optimal commercial benefits and reducing the overall risk position for the Business. Optimise feedstock and product/co-product offtake agreements to deliver commercial excellence and flexibility for the main operational aspects of CRL. Support the Project Director to influence overall project governance and full delivery at optimal value. • Accountable for leading, developing, concluding and monitoring all contracts for procurement, product/co-product sales and commercial negotiations, in accordance with the CRL governance framework, both within the UK and Internationally.
Responsibilities	<ul style="list-style-type: none"> • In conjunction with the Senior Leadership Team, develop the rolling 5 year Commercial strategy for CRL to deliver Technical excellence and ensure current and ongoing customer requirements are met. • Understand and support the development of strategic relationships with key vendors/customers. Effectively manage key interfaces, utilising advanced negotiation and influencing skills, to maximise financial return, minimise overall risk to the Company and enhance the Company's reputation.



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	<ul style="list-style-type: none"> Continually review in detail the commercial, legal and risk aspects of the Business to ensure the accuracy and reliability of information presented to the Senior Leadership Team, and ensure that commercial/purchasing processes will meet all required audit criteria. Manage value and control cost without compromising contractual obligations and risk positions by the implementation of quality standards in contracts. Proactively identify trends that may lead to quality issues and develop strategies to prevent them occurring. Effectual resolution management in commercial matters throughout the business, both internally and externally. Provide inspiring leadership and direction to the Commercial team, setting clear, measurable objectives, which are in line with CRL's mission, vision and strategy to ensure maximum Shareholder return. Lead the Commercial team to optimise employee engagement at all levels and develop a diverse and totally inclusive culture to deliver Commercial Excellence and continual improvement, for the short, medium and long term success of the Business Review Commercial personnel performance and put in place appropriate development, coaching, support and training for employees to build a competent team to meet the short and long term needs of the Business. Ensure processes are in place to effectively communicate CRL strategy, policies and results, within the Commercial business stream. Report to the Managing Director as required on Commercial performance. Report to and advise the Executive Board as and when required, to support and drive the delivery of the CRL Strategic Objectives, in line with the Company Vision. Carry out additional ad hoc duties as required within the CRL Group of companies as determined from time to time by the Executive Board.
<p>Competencies, Experience and Skills</p>	<ul style="list-style-type: none"> Legal/Commercial Degree (or equivalent) in relevant discipline 10 years + relevant commercial experience with a minimum of 5 years in a senior commercial role. International commercial awareness with a high level of competence in drafting, interpreting, critically evaluating and concluding commercial contracts. Extensive capability in delivering procurement, product/co-product sales and commercial services, ideally for a manufacturing business, with demonstrable experience of working in a construction or process project environment on high risk projects Extremely strong numeracy and financial capability with the proven ability to interpret, distil, correlate and present large volumes of data (including costs), identifying deviations, trends, priorities, action plans, opportunities and mitigations for the business Strong negotiating skills and able to validate expertise with regards to dispute resolution Demonstrates accomplished business benefits resulting from customer service excellence Proven business leader who can demonstrate previous experience of: setting and delivery of strategic business Ability to transform complex Business Plans into clear short and medium term measurable objectives and KPI's Demonstrable experience of driving a Culture to ensure optimal employee engagement to maximise potential for the delivery of Business Vision and Business Plans



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	<ul style="list-style-type: none">• An analytical leader capable of independently managing time and the tasks associated with an organisation developing at pace with highly advanced communication skills, supported by strong IT skills• Additional skills that are advantageous: Direct experience of the Chemical industry; Direct experience of dealing with CRL specific raw materials; Leadership or Business Qualifications; PR experience; Manufacturing knowledge; Integrated management systems experience
Behaviours and attitudes	<ul style="list-style-type: none">• Compliance, Quality, Cost and Improvement focused individual with the ability to influence at all levels both internally and externally• Personal and professional qualities of integrity, credibility and commitment to CRL's mission and vision• Extremely strong business acumen, keen attention to detail and an ability to holistically and critically review business requirements• Open, honest and self aware with a strong sense of resilience• Accentuates the positive, clearly sets the objective, supports the process, fairly measures the output• Entrepreneurial individual with drive – always works with professionalism, has high energy, patience, is diligent with a “can do” attitude• A desire to continue learning and to share knowledge and experience with others• A desire and ability to mentor, coach and support; be a visible, approachable sounding board and encourage attainment of goals and objectives• A personable individual with an ability to initiate, nurture and develop commercial relationships, with a natural instinct for creating an understanding and steadily reaching resolutions from difficult or complex situations• Well versed and experienced communicator at all levels of a business, both internally and externally, with the ability to effectively tailor communications and consistently achieve clarity, brevity and impact in all communications and presentations• Self reliant individual with the ability to contend with and continually deliver when faced with many conflicting priorities• Strategic thinker who can anticipate future challenges and responds accordingly• A willingness to be hands on as appropriate• A natural interest in environmental sustainability would be an advantage