**Commercial Director**

An opportunity has come up for an experienced Commercial Director to join a fantastic growing Commercial Team within Taylor Wimpey.

We are currently looking for an individual who has natural leadership, negotiation and motivation skills as well as exceptional attention to detail. You will demonstrate good business management acumen and be commercially astute.

The successful candidate will set out, and successfully implement, the regional business strategy for delivering efficient cost control and procurement needs in line with business unit targets. Monitor all contractual issues, reviewing costs on a continuing basis, identifying and realising cost saving opportunities. Overseeing material and subcontract procurement.

You will be a proactive member of the local board of management and successfully manage staff in the commercial team. Also, you will have Leadership responsibility for the commercial team including succession management. Engagement with other Business Units and working parties across TW UK.

**The Role:**

Implement regional business strategy for design and procurement needs

* Work closely with other Directors in the commercial management of the business.
* Constantly monitor commercial viability of schemes throughout the development stage.
* Effectively communicating the business unit strategy to department and monitoring progress against targets.
* Contribute in defining and developing procurement strategy.
* Liaise with design/engineering teams to maximise value improvement

Monitor all contractual issues

* Implement and manage effective placement of subcontractor orders.
* Ensure monitoring systems are in place to manage the financial aspects of a number of projects.
* Control the scheduling and purchasing of materials.
* Contribute to development budgets.

Review and monitor costs on a continuing basis

* Raise awareness of the need to effectively manage a regime of cost control with local board.
* Prepare regular reports for the MD illustrating the financial situation of various projects in relation to budgets, highlighting any issues/risks.
* Reconcile monthly costs reports for presentation to Board.

Management and motivation of Commercial

* Ensure that an effective departmental structure is in place to deliver business unit strategy.
* Manage and motivate Surveyors, Buyers and Estimators.
* Ability to understand the key drivers for effective staff motivation.
* Must have the sufficient skills to identify staff weaknesses and implement change where necessary.
* Ensure regular performance reviews take place within the Team.

Proactive member of local Board

* Involvement in and understanding of other functions within local management team.
* As part of management team, responsible for health and safety risk assessment and customer care issues within the business.
* Take responsibility for achieving business targets including land bank, profit, return on capital and sales.
* Undertake any other duties as required by the Managing Director
* Drive forward and attend Concept, Pre-tender, Pre start, specification and any other relevant meeting as required under the Company’s operating framework.
* Develop Team relationships to ensure effective communication is achieved and maintained.

**The Person:**

* Previous experience of working with a developer.
* At least 2 years’ experience at Senior Management level in a commercial role.
* Must demonstrate an ability to manage a large number of staff.
* Open minded and proactive towards change and innovation.
* Demonstrate energy and drive – able to motivate others.
* Decisive.
* Team player.

**In order to be successful in this role you must be able to prove eligibility to work in the UK.**

If you are successful at interview and the Company considers making an offer of employment, you may be asked to give your consent to the following pre-employment check[s] being undertaken by our third party provider, Experian (or any other appropriate third party provider that the Company chooses to engage).

The type of checks made will depend on the role in question but may include any or all of the following

Criminal records (DBS);

Credit reference

DVLA

The purpose of such checks will be to assess your suitability for the role. If it subsequently transpires that you have given incorrect, false or misleading information, your application will not be taken further.

**The Company:**

Taylor Wimpey is a FTSE 100 business and one of the largest residential developers in the UK, building new homes and communities across England, Scotland and Wales.

Our vision is to become the UK’s leading residential developer for creating value and delivering quality. We build over 10,000 homes each year, from one-bedroom apartments to six-bedroom houses all across the country.

Our people are passionate about the house building industry and about our customers. Culturally we pride ourselves in having a diverse work force with an opportunity to grow a career in a variety of environments. We look to develop our people in the skills and areas they are most interested in so if you are looking to join a thriving company going through an exciting period then please get in touch.

**Internal applicants – please advise your Line Manager if applying for this role.**