



Post title	Head of Commercial
Grade:	L18 to L21
Hours:	Full time – 37 hours per week, 52 weeks
Line manager/s:	Executive Director – Business Transformation

Main purpose of the job:

To drive implementation of commercial strategy and innovation programmes, translating strategic vision into measurable delivery. The postholder will deliver the Trust's commercial, business development and transformation ambitions across Nexus Multi Academy Trust. Be responsible for providing strategic and operational leadership for commercial activity across the Trust, including contracts, procurement, projects, assets and trading activity for the Trust & trading subsidiary, ensuring these areas deliver innovation, sustainability, value for money and growth.

Key duties and responsibilities

- Lead & deliver the Trust's commercial strategy to maximise income generation and financial sustainability through commercial growth, service development, and external partnerships.
- Translate strategic commercial objectives into clear operational delivery plans across the Trust.
- Identify, develop, and implement innovative commercial opportunities that support Trust growth and long-term sustainability.
- Provide commercial insight, performance analysis and intelligence to inform executive decision making.
- Lead business development activity across the Trust to expand traded services and external partnerships.
- Identify, develop, and secure new income streams aligned with Trust values and strategic priorities.
- Support Trust growth through commercial partnerships, collaborative ventures, and service expansion.
- Undertake market analysis and horizon scanning to identify emerging opportunities, trends and risks.
- Lead and manage the Trust's traded services portfolio, ensuring strong financial performance, service quality and regulatory compliance.
- Support governance, performance monitoring, and development of the Trust's trading subsidiary, ensuring compliance with company law and regulatory frameworks.
- Develop new traded service offers, delivery models and customer engagement approaches.
- Strengthen stakeholder relationships and customer experience across traded services.
- Provide leadership and oversight of Trust procurement frameworks, ensuring compliance, value for money and innovation.

Lead strategic contract management across key Trust suppliers to maximise performance and minimise risk.

- Develop strong supplier partnership approaches that support service improvement and commercial innovation.
- Embed best practice procurement and commercial governance across Trust schools and services.
- Provide commercial leadership across Trust projects, ensuring effective planning, delivery, and financial oversight.
- Support strategic management and optimisation of Trust assets to maximise educational, community, and commercial value.
- Support delivery of organisational transformation programmes across the portfolio.
- Lead implementation of commercial innovation initiatives including service redesign and alternative delivery models.

Leading and managing people

- To lead, motivate, support, challenge and develop other people in order to secure improvement
- To provide expert advice to the Trust executive; Trustees; and local governors as and when required and to support the delivery of the Trust strategic plan
- To maximise the contribution of all Trust employees and volunteers to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils
- To line manage employees of the Trust as assigned in line with Trust policy
- To plan, allocate, support and evaluate work undertaken to deliver on the Trust's 5-year Strategic Plan

Safeguarding

Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools.

Person Specification

		Essential	Desirable
Qualifications	Professional qualification in procurement, commercial management, finance, or business management (e.g. CIPS, CIMA, ACCA, MBA) or willingness to work towards	•	
Experience	Evidence of continued professional development relevant to commercial leadership, procurement, finance, or business development	•	
	Significant experience in a senior commercial, business development, procurement, or operational leadership role	•	
	Proven track record of income generation, traded services growth, or commercial service development	•	
	Experience leading procurement activity, contract negotiation, and supplier relationship management.	•	
	Experience managing complex projects, assets, or commercial service portfolios	•	
	Experience leading and developing multi-disciplinary teams	•	
	Experience working with senior stakeholders including executive leaders, boards, or governance bodies	•	
	Experience delivering service improvement, transformation, or organisational change programmes	•	
	Experience developing partnerships and collaborative ventures with external organisations	•	
Thinking Ability	Strong strategic and commercial thinking with the ability to identify opportunities for growth and innovation	•	
	Ability to translate strategic vision into practical delivery plans and measurable outcomes	•	
	Strong analytical and problem-solving skills with the ability to interpret financial and performance data	•	
	Thinks creatively and imaginatively to solve problems and identify opportunities	•	
	Ability to assess risk and make sound commercial decisions in complex environments	•	
Personal Effectiveness	Highly developed leadership and influencing skills	•	

		Essential	Desirable
	Strong communication skills with the ability to engage, challenge, and inspire stakeholders at all levels	•	
	Strong organisational skills with the ability to manage competing priorities and deliver outcomes	•	
General	The flexibility to meet the full range of job requirements	•	
	Able to travel to a range of meetings and events	•	
	A commitment to safeguarding and promoting the welfare of children and young people	•	
	Demonstrate a firm commitment to the concept of Multi-Academy Trust and desire to see the Trust flourish and expand in a sustainable manner	•	
	To demonstrate success in involving parents, governors and the community in the school where appropriate	•	
	Be committed to staff development.	•	
	Promotion of positive behaviour strategies	•	