

Job Description.

HORIBA MIRA is a world-class, independent engineering and testing consultancy, operating in multiple locations around the world, to support vehicle manufacturers and their supply chain with cutting-edge engineering and testing expertise .

We offer full-system design, test and integration expertise to automotive, defence, rail and transport industries and also specialise in developing low carbon and autonomous and co-operative driving technologies.

Based on the MIRA Technology Park, we have access to one of the most comprehensive vehicle proving grounds which boasts 93km of test tracks and over 35 world-class test facilities and laboratories. Our facilities, combined with the engineering expertise of our 600 strong team makes MIRA Technology Park Europe 's number one location for transport sector R&D.

The Passive Safety Commercial Manager will report to the Head of Commercial ASSURED CAV , this role will be responsible for the development of global solutions for HORIBA MIRA's Safety offering, incorporating passive & active disciplines . The focus will be on working as part of the Solution Leadership Team, creating appropriate business/product and services development strategies to achieve long term growth targets and producing bespoke and compelling propositions for HM's global customer base to achieve/exceed order intake targets.

Title of Job:	Passive Safety Commercial Manager		
Department:	Commercial		
Grade:	5/6		
Date Required:			
Salary Range:			
Number Required:	1		
Location:	Nuneaton, UK base with Travel as required.		
Reason for Vacancy:	Support of critical business activity for core offering		
Contract Type:	Permanent:	Yes	Contractor:
Responsible To:	Head of ASSURED CAV		
Subordinates/ Close Liaison with:	Engineering Attribute Teams, Commercial Team		
Main Purpose of Job			
Mission of the Role			
<ul style="list-style-type: none">Take ownership and responsibility for the HORIBA MIRA Passive Safety commercial offering. Developing and delivering our offer and strategy to achieve HORIBA MIRA's growth in this specific area of the business, whilst having an appreciation of its contribution to the broader company capability & solutions.Following key investment in our facilities you will set, and deliver on, an ambitious strategy for achieving year on year growth through Order Intake Targets. This will require active engagement with MIRA's key account managers, strategic and international sales roles.Work collegiately as part of the HORIBA MIRA Commercial Team to contribute to a global integrated, happy & successful commercial function respected by other functions & the wider HORIBA group.			

Proposal & Order Intake Management:

- Manage the Order Intake pipeline and Orderbook for Passive Safety, ensuring the technical team have sufficient orders to deliver revenue budgets. On a weekly basis provide the Head of ASSURED CAV with an up-to-date accurate status, forecast and actions to progress and secure opportunities.
- Develop and manage commercial propositions, proposals and pricing for the business line, ensuring that we provide robust proposals with clear responses to scope and deliverables which can be converted into successful projects. It will be your responsibility to ensure our offer to customers includes appropriate clarifications, margin, contingency, risk mitigation and negotiation as well as consideration of project cashflow to ensure profitability of the function area.
- Responsible for ensuring commercial proposals have completed the relevant governance based on the project complexity level, achieving approval sign off at the appropriate level within the organisation.
- Identify and own sales/ commercial opportunities for single Passive Safety opportunities, creating and qualifying leads and nurturing those through to proposals with a high degree of conversion. Focus on increasing the average order size for the discipline through delivering convincing and robust proposals .
- Be a commercial advocate within your capability area, ensuring that you set the tone for commercial standards and procedures that all areas of the business should follow.

Strategy:

- Set an ambitious strategy to realise recent investments in the facilities, formulate an effective pricing strategy which captures the value of our offer to customers as well as identifying key customers, target regions and industries as well as relevant technical/ regulatory requirements to ensure our customers are delivering safe products.
- Develop evolving product/ function strategies with the buy-in from technical delivery groups, the strategy should identify how HORIBA MIRA can grow in the area of Passive Safety both technically and commercially in the short, medium and longer term.
- Provide customer and market feedback to the technical delivery teams to help in shaping our roadmap and offering, ensuring that we consolidate our reputation within the market as being an innovative and forward-thinking partner.
- Work with your colleagues across the Solutions team to identify synergies and opportunities for integration which will help provide a broader offering to customers, incorporating multiple parts of our business into a coherent holistic offering resulting in higher value proposals. This includes working with our ASSURED CAV Active Safety (ADAS) teams to ensure we can provide customers a complete Active & Passive capability.
- Contribute to the broader company knowledge of your product/ function area with information and market intelligence to assist with strategic, capital investment and portfolio decisions.

Thought Leadership:

- Create a clear value proposition and go to market offering for Safety, actively engage with the Marketing team to promote our capabilities and offering through creating and providing technical content to marketing campaigns.
- Represent HORIBA MIRA in a positive manner, using your position as early engagement with customers to build a rapport, understand their problems and tailor solutions/ offer to solve their needs. Actively contribute to increasing our customer net promoter score with your actions in securing new work with customers.

Core Competencies Required:

- **Motivation:** Able to communicate the big picture & support sales to close deals and continue to meet the O/I budget.
- **Organisation & Planning:** Able to visualise, design, organise, plan and execute the agreed sales/business development plan. Someone who demonstrates efficiency, prioritises and remains focussed, effectively planning resources under your control and escalating them appropriately.
- **Inquisitive and Questioning:** Seeks to understand the 'why' and the 'how' as well as the 'what'. Is able to uncover and pinpoint real problems and desires of markets and specific customers and position the business to provide a solution.
- **Entrepreneurial:** Can identify business opportunities and position the business to bid and win. Includes the personal ability to convert opportunities.
- **Communication:** Good listening skills – lets others speak & seeks to understand their points of view. Speaks and writes clearly and articulately, using case studies and value stories to convince customers of HORIBA MIRA's offering.
- **Resilient & Composed:** maintains stable performance when faced with heavy workload, high stakes opportunities and multiple stakeholders.

Core Values Required:

- **Drive and Ambition:** Possesses a strong willingness to work hard to win, challenges and inspires others, and enjoy the journey.
- **Progressive and Empowering:** Open minded, encourages everyone to make a contribution with energy and enthusiasm.
- **Passionate Team:** Exhibits passion and excitement over work; has a can-do attitude.
- **Innovative:** Works in a flexible and agile way to find smarter solutions to customer's problems. Constantly asks "How can we do this better?"
- **Willing to innovate & be adventurous** with who we'll conduct business with in the future.

Essential Qualifications	Preferred Qualifications
<ul style="list-style-type: none"> • Degree qualified (or equivalent) within an appropriate topic e.g. Engineering 	

Essential Experience	Preferred Experience
<ul style="list-style-type: none"> • Typically experienced in a Test Engineering domain particularly for Passive Safety. • Demonstrable record of sales, business development conversion and growth. • Familiarity with sales and business development process approach. • Specific Safety knowledge, either from a service perspective or technical user. • Ability to build strong long term customer relationships resulting in sales volume growth. • Implementation of strategy • Demonstrably strong presentation skills 	<ul style="list-style-type: none"> • Interest/knowledge in mega trends and impact on the service industry

particularly in front of the customer	
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Person Specification
<ul style="list-style-type: none">• An approachable, motivational and inspiration personality• Appropriate behaviours in line with the HORIBA MIRA Values & Philosophy• Excellent communication skills• Excellent presentation skills at senior level both internally and externally.• The ability to communicate appropriately at all levels within the business and recognise the values of all team members, regardless of level.• A logical, transparent, fair and equitable approach• Cultural awareness and International experience