

Job Description.

HORIBA MIRA (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 specialise in developing low carbon and autonomous and cooperative 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 **Solutions Leader – Propulsion & Electromobility** will report to the Head of Strategic Sales – Propulsion & Electromobility, this role will be primarily responsible for the development of solutions for MIRA's Propulsion Development offer along with developing solutions for the wider Propulsion and Electromobility group. The focus will be on producing bespoke and compelling propositions for MIRA's global customer base to achieve/exceed order intake targets. Whilst creating appropriate business/product and services development strategies to achieve long term growth targets.

Title of Job:	Solutions Leader – Propulsion & Electromobility		
Department:	Commercial		
Grade:	4V		
Date Required:	17/04/2023		
Salary Range:	Competitive and Commensurate with Role & Grade		
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 Strategic Sales – Propulsion & Electromobility		
Subordinates / Close Liaison with:	Delivery Teams, Engineering Attribute Teams, Commercial Team		
Main Purpose of Job			
Mission of the role			
<ul style="list-style-type: none">• Reporting to the Head of Strategic Sales – Propulsion & Electromobility:<ul style="list-style-type: none">○ Take commercial ownership and responsibility for the MIRA offering for Propulsion Development, including Propulsion XiL (X-in-the-Loop) activity, developing and delivering our offering and strategy to achieve MIRA’s growth in this specific area of the business, including developing and maintaining sound Return on Investment (ROI) and whilst having an appreciation of its contribution to the broader company capability and solutions.○ Pro-actively support the wider Propulsion and Electromobility group in other areas of the business such as Battery, Thermal, Powertrain Control and Total Cost of Ownership.• Meet or exceed yearly Order Intake Targets (set by the MIRA CCO & Executive). You will be responsible for product/service business line O/I targets being met. This will require active engagement with key account managers, strategic and international sales			

teams.

- Work collegiately as part of the MIRA Commercial Team to contribute to a global integrated, happy & successful commercial function respected by other functions & the wider HORIBA group.
- The task of developing the Commercial Propositions, Proposals, generic pricing & promotion strategies will be your responsibility.

Proposal & Order Intake Management:

- Manage the Order Intake pipeline for opportunities and proposals which you have responsibility for. Ensure the delivery & technical teams have sufficient orders to deliver revenue budgets, manage the pipeline of opportunities with up to date accurate forecasting. Provide relevant updates on progression of opportunities and actions for securing orders on a weekly basis (i.e. ensuring MIRA's internal business operating system (MiBOS), for Sales activities, is kept up to date).
- Develop and/or manage commercial propositions, proposals and pricing for your 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 Propulsion Development solutions, and other Propulsion and Electromobility solutions, 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:

- Lead the collection and dissemination of customer and market feedback for the Propulsion Development solutions 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.
- Jointly lead the technical roadmap development for Propulsion Development solutions within the capability group, providing the market perspective, relevant industry knowledge and target customers to help inform the roadmap. Translate the technical roadmap to identify how MIRA can grow in the Propulsion and Electromobility area with a strategic sales plan being developed, actioned and owned.
- Support strategy development for other areas of the Propulsion & Electromobility area.
- 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.
- 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 the Propulsion Development Solution, actively engage with the Marketing team to promote our capabilities and offering through creating and providing technical content to marketing campaigns.

Represent 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, organise, plan and execute the agreed sales/business development plan. Someone who demonstrates efficiency, prioritises and remains focussed.
- 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, with conviction and confidence; without being overly verbose or domineering. Uses case studies, stories and analogies to 'paint a visual picture' with words.
- Resilient & Composed: maintains stable performance when faced with heavy work load, 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 will conduct business in the future.

<ul style="list-style-type: none"> Degree qualified (or equivalent) within an appropriate topic e.g. Engineering 	
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Essential Experience	Preferred Experience
<ul style="list-style-type: none"> Typically experienced in an Engineering Services Provider environment or Automotive Tier1/2 environment Specific Propulsion Development knowledge, either from a service perspective or technical user. Ability to build strong long term customer relationships resulting in sales volume growth. Demonstrably strong presentation skills particularly in front of the customer Development and implementation of sales strategy 	<ul style="list-style-type: none"> Strong familiarity with sales, business development process approach such as Shipley or similar. Interest/knowledge in mega trends and impact on the service industry Demonstrable record of sales, business development conversion and growth

Person Specification
<ul style="list-style-type: none"> An approachable, motivational and inspiration personality Appropriate behaviours in line with the 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 You want to make a change in this world and in the automotive/mobility sector