



# UK Industrial Fusion Solutions

## Chief Commercial Officer

Candidate Information

Job Description & Person Specification

Dec 2024 /Jan 2025

Executive Search Services



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*“We are working together, with one mission, to develop fusion energy, scale it and deliver it at pace. We have the theory we need for abundant energy. Now, with STEP, we’ll turn that into practice. We are asking everyone to join our mission to fusion – you can all be part of helping to secure our future on this planet.” Paul Methven CB, CEO*

## The Role

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**Function: Commercial/Supply Chain**

**Reporting To: UKIFS CEO**

**Salary: The salary will be commensurate with experience.**

**Location: Flexible**

### Chief Commercial Officer

The Chief Commercial Officer is one of the first C-suite roles we are hiring into UKIFS to strengthen the programme’s ability to manage this significant endeavour and integrated delivery team alliance on behalf of Government. As the Chief Commercial Officer (CCO) you will be responsible for leading all aspects of commercial and supply chain activity on behalf of UKIFS, including the commercial strategy that will both help develop a prototype fusion powerplant and build a Fusion Industry in the UK.

You will have ultimate accountability for building and operating a successful Integrated Delivery team (underpinned by long-term partnering behaviours) with industry partners in Engineering and Construction, ensuring partners help deliver the IDT’s joint objectives, and working with and through industry partners to design and source the extensive onward supply chain that will both deliver the prototype plant and be at the core of the UK’s position in a global fusion market. You will lead on approving work packages to be undertaken by industrial partners, through which the wider supply chain will be contracted.

The CCO will also manage key commercial relationships across Government, including with parent Department (DESNZ) and with the Cabinet Office. You will be key to ensuring all commercial cases are socialised and understood, as well as attending cross-Government commercial forums where relevant to UKIFS, all while providing Government with a ‘sense of comfort’ that the Commercial interests of the taxpayer are being well-represented in our work.

Along with your functional leadership role, you will also be a member of the UKIFS Executive Committee, who collectively will provide stewardship to the whole organisation as it evolves and delivers on the Programme objectives and navigates a path towards delivering viable fusion energy. In your Executive role, you will play a key part that extends beyond your functional domain and actively contribute to whole business strategy and outcomes. You will also be a key strategic adviser to the Board, supporting wider corporate and programme strategy.

To maximise your ability to deliver across all these fronts, you will have an opportunity to shape and build your team, attracting talent both into UKIFS directly, and from our IDT partners as they are onboarded.

## Accountabilities

### Accountability 1: Commercial and Business Strategy

- Develop and implement the UKIFS and STEP commercial strategy, delivering on the programme's objective of building a fusion supply and delivering UK value and growth through that.
- Responsible for effective and efficient use of taxpayer funds through Whole Plant Partners and the overall supply chain.
- Update and refine the Commercial strategy as the Programme develops and work with internal and external partners to execute strategy across the programme.
- Ensure an aligned and integrated commercial focus across the whole of UKIFS.
- Responsible for Commercial Assurance within UKIFS.

### Accountability 2: Relationship with and management of IDT Whole Plant Partners

Develop UKIFS Intelligent Client capability, working with other Executives to ensure a multi-functional approach to this.

- Senior relationship management of the IDT Partners, including all aspects of overall performance.
- Develop, build and manage relationships with other key supply chain partners in the technology space.
- Manage complex negotiations for Tier 1 and 2 Strategic Supplier contracts.
- Chair the UKIFS Contract Permissioning Panel, which will approve successive packages placed with Whole Plant Partners and others.

### **Accountability 3: Supply Chain and IP**

- Work with Whole Plant Partners and Technical staff to design and develop the STEP supply chain from Tier 2 onwards that delivers on programme and fusion strategy objectives.
- Develop an approach to and portfolio of Intellectual property that balances supporting supply chain development with the opportunity for external investment into STEP.

### **Accountability 4: Internal and External Stakeholder Engagement**

- Build strong and trusted relationships with key Commercial staff across the Government landscape, in particular with the parent Department and Cabinet Office.
- Build strong and trusted relationships with key Senior staff in our strategic supply chain.
- Develop strong and trusted relationships with the UKIFS Board and Executive, along with the Senior Leadership community across the business.
- Develop and maintain relationships with key industry stakeholders, including potential private investors, and public partners.
- Support the CFO, CEO and Chair in seeking external investment into STEP and UKIFS.

### **Accountability 5: Team Leadership and Development**

- Member of the UKIFS Executive, taking collective responsibility for the direction of UKIFS Ltd and delivery of the STEP Programme.
- Key adviser to the Board.
- Working with senior members of your team, develop a Commercial function that is fit for the future and able to deliver on the Programme objectives.
- Enhance commercial awareness and acumen across the whole of UKIFS, ensuring that team members develop a 'commercial mindset.'

### **Accountability 6: Embody a Leadership Mindset**

- Role model positive leadership behaviours aligned to the UKIFS and STEP values and behaviours.
- Foster a positive and inclusive team environment that aligns with our cultural values.

- Contribute to maintaining a respectful and collaborative workplace, valuing diversity, and promoting teamwork.
- Act as a cultural ambassador, representing our organisation's values and professionalism in interactions with colleagues, clients, and stakeholders.
- Lead by example, demonstrating [The Seven Principles of Public Life - GOV.UK](#)
- Be curious and encourage curiosity with the team. Champion being open to new ideas, seeking data and evidence to shape strategy.
- Make informed decisions and solve problems effectively, considering diverse perspectives and organisational goals.
- The above is not intended to be an exhaustive list of activities, and you may be required to undertake other reasonable tasks or duties requested.

## The Person

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### The skills and experience you will bring

#### Essential Criteria

- Proven record of accomplishment as a CCO or in a similar commercial leadership role.
- Experience in supply chain and commercial strategy development within a major programme delivery environment.
- Proven track record of managing the performance of large, complex contracts, ideally involving Alliances or Joint Ventures.
- Significant experience and a good track record in negotiation of high value contracts.
- Public Sector Knowledge: Familiarity with the specific regulations, policies, and governance frameworks applicable to public sector organisations in the UK.
- Stakeholder Management: A diplomatic approach and the ability to build, collaborate and maintain effective relationships with senior and diverse stakeholders (past engagement at Ministerial level or private sector equivalent, is beneficial).
- Leadership: The ability to inspire and motivate large teams, and across organisational boundaries.
- Communication: The role holder will be a 'public face' of UKIFS, and therefore excellent communication and negotiation skills are essential.
- Ability to lead in a collaborative, multi-party, uncertain environment at pace.

**Beneficial:** The skills below would be beneficial for this role but are not essential for candidates to possess:

- Formal commercial qualifications such as MCIPS.
- Programme / Project Management qualification.
- MRICS.
- Experience working in both public and private sectors.
- Experience working in a matrix and project-based environment ability to manage multiple projects simultaneously.
- Good background knowledge and understanding of the technology and engineering market of suppliers.

If not already qualified, the successful candidate will be expected to undertake the Government Commercial Function Assessment and Development Centre appropriate to Senior Civil Service Level 2 within 6 months of their start date.

### Government Commercial Function

The Government Commercial Function (GCF) will be supporting GB Nuclear in this process and the capability of candidates will be assessed against the Commercial people standards, which are assessed at the Commercial Assessment and Development Centre (ADC).

The Government Commercial Function is a cross-government network of c.6,000 staff across Whitehall procuring or supporting the procurement of goods and services for the government. The Function consists of a number of core interlocking central teams working together on Policy, Standards and Continuous Improvement, Complex Transactions, Markets and Suppliers (that will build pan-Government relationships with key suppliers) and Commercial Capability; colleagues in the Commercial Directorates within Departments and Agencies, as well as the Crown Commercial Service, a trading fund sourcing common goods and services for the Civil Service and the wider public sector, managing spend of circa £13bn.

For more information see: Government Commercial Function - GOV.UK

<https://www.gov.uk/government/organisations/government-commercial-function/about>

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# How to Apply

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GatenbySanderson has been appointed as an executive search adviser to assist with this appointment.

To register your interest in this position please contact [ukifscce@gatenbysanderson.com](mailto:ukifscce@gatenbysanderson.com)

To apply for this post, you will need to complete the online application process by no later than 9am Monday 20 January 2025. All applications must be submitted using the link <http://www.gatenbysanderson.com/job/GSe114547>

**You are asked to submit the following:**

1. A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years
2. A Statement of Suitability (no longer than three pages) explaining:
  - a. Your motivation for applying for this role
  - b. How you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with particular reference to the criteria in the person specification

Failure to submit both documents will mean the panel only have limited information on which to assess your application against the criteria in the person specification. Please ensure that both documents contain your full name. You will receive an acknowledgment of your application through the online process from GatenbySanderson.

Should you encounter any issues with your online application or are unable to apply online please contact [sara.prescott@gatenbysanderson.com](mailto:sara.prescott@gatenbysanderson.com)

For a confidential discussion please contact our recruitment advisers at GatenbySanderson:

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# The Application Process

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## Application Sift

Your CV and Statement of Suitability will be reviewed against the essential criteria for the role. All candidates will be advised of the outcome of their application.

## Longlist and Shortlist

You will receive an acknowledgment of your application through the online process.

The panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the 'Person Specification' section. Failure to address any or all of these may affect your application.

The timeline later in this pack indicates the date by which decisions are expected to be made, and all longlisted and shortlisted candidates will be advised of the outcome as soon as possible thereafter.

## Government Commercial Function - Assessment and Development Centre (ADC)

If you are successful at sift, you will be invited to attend the Commercial Assessment and Development Centre (ADC). The ADC is a day-long assessment that is now taking place virtually and is implemented using live video conferencing via Google Meet and an online assessment platform. The ADC is designed to evaluate a participant's skills, experience and capability against the attributes defined in the GCF People Standards for the Profession framework.

The Assessment & Development Centre has been designed by occupational psychologists in accordance with the British Psychological Society's Standard on Assessment Centre design and delivery. The ADC provides two services:

1. An Assessment Centre - to be used to support recruitment and selection into commercial roles at the specialist levels
2. A Development Centre - to identify the commercial expertise, experience, and capability of existing Civil Servants whose work is primarily commercial; and set out where development should focus.

By the end of the process, the ADC team are committed to ensuring that each participant will have:

- Been fully briefed and feel well prepared for what to expect on the ADC Day
- Had a positive and constructive experience

- Received a detailed report providing expert insight into their capabilities and areas of development against the GCF People Standards for the Profession framework.

Applicants must have achieved an 'A' at a Government Commercial Function Assessment and Development Centre (ADC) at the level of the role or be willing and eligible to attend the ADC.

*Please note that a full ADC briefing will be conducted prior to the ADC date that will take you through the assessment process and a participant guide will be provided to help you with the IT and other practical elements of preparing for an ADC.*

### **Final Panel**

You will be asked to attend a panel interview in order to have a more in-depth discussion of your previous experience and professional competence in relation to the criteria set out in the Person Specification.

### **Offer**

Regardless of the outcome, we will notify all candidates as soon as possible after the final interview.

Note: The successful candidate will be required to obtain the relevant security clearance (SC level clearance for these roles).

We value the unique differences that each of our colleagues bring to work every day and are committed to creating an environment where everyone feels respected, included, and able to perform at their best.

### **What reasonable adjustments can be made if I have a disability?**

We are committed to making reasonable adjustments in order to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process. Reasonable adjustments could include; allowing extra time during selection tests or ensuring that information is provided in an accessible format. If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact [sara.prescott@gatenbysanderson.com](mailto:sara.prescott@gatenbysanderson.com) at GatenbySanderson in the first instance.

## Indicative Timetable

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Please note that these dates are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know by contacting [sara.prescott@gatenbysanderson.com](mailto:sara.prescott@gatenbysanderson.com)

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for interviews. Please ensure you quote the job title and reference number in your e-mail.

**The anticipated timetable is as follows:**

Stage	Date
Campaign launches	Friday 20 December 2024
Campaign closes	Monday 20 January 2025
Longlist Meeting	w/c 27 January 2025
Shortlist Meeting	w/c 17 February 2025
Final Interviews	w/c 3 March 2025

## **GatenbySanderson**

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