



Heatherwick
studio

Commercial
Director



About us

Heatherwick Studio is a team of over 200 problem solvers dedicated to making the physical world around us better for everyone. Focusing on large scale projects in cities all over the world, Heatherwick Studio prioritises those with the greatest positive social impact.

Working as practical inventors with no signature style, Heatherwick Studio's motivation is to design soulful and interesting places which embrace and celebrate the complexities of the real world. The approach driving everything is to lead from human experience rather than any fixed design dogma.

The studio's founder Thomas Heatherwick comes from a background immersed in materials and making. His curiosity and passion for problem-solving matured into the studio's current design process where every architect, designer, landscape architect and maker is encouraged to challenge and contribute ideas. Positive and pragmatic, the studio's team are collaborators whose role is to listen, question, then lead the conception and construction of special and unusual places.

Ingenuity and inspiration are used to make projects that are affordable, buildable and sustainable. The client is vital, who comes on the journey and challenges the Studio's thinking – looking together for the opportunities that might traditionally be overlooked.

Who we're looking for

We are searching for a Commercial Director to drive forward the studio's commercial focus and business generating activities across all sectors from architecture to objects and special ventures. You will lead a team of highly intelligent problem solvers across new business and contracts who work tirelessly to ensure we keep making extraordinary projects happen.

The commercial director is the lynchpin between the design leadership, communications, people, finance and operations teams and will provide guidance to Heatherwick Studio on effective commercial decision making; ensuring continued profitability and a strategic balance of projects. They will be a key driver of the entrepreneurial spirit of discovery and be responsible to seek out and bring to life new opportunities for the studio (encompassing commissions, competition strategy, partnerships, and self-generated ventures).

We are not looking for an ego, or someone who has been there and done it, we want someone who reads the room, understands emotions and tailors their approach accordingly.



Role Overview

Job title	Commercial Director
Reports into	Stuart Wood and the Board
Responsible for:	Commercial team comprised of New Business and Contracts teams (total number of staff?)

Job Description

Team leadership comes top of the list. The commercial team is comprised of the new business team (responsible for seeking out, researching, appraising, pursuing, and nurturing global new business opportunities) and the Contracts team (responsible for benchmarking, forecasting, global contract negotiations and finalisation). The commercial director is responsible for creating the environment to allow them to excel in the Heatherwick context.

Commercial strategy setting is key in this role, and the Commercial Director needs to be able to collaborate across the senior design and domain leadership to agree the short, medium, and long-term approaches.

Working alongside the new business team you will build relationships with Thomas and the design partners to proactively seek out the meaningful and profitable projects that allow us to achieve our ambitions. In collaboration with the Strategic Communications Director, you will be instrumental in securing us the extraordinary projects and leading us down new paths that we haven't thought about yet.



Person Specification

Skills and Experience

- Strong commercial nous with considerable experience of creating and developing new commercial strategies, targets and budgets within complex organisations.
- Superlative communication, presentation, and negotiation skills.
- An entrepreneurial, facilitative approach to working with others to close deals.
- Considerable experience of operating at a senior level and of managing multi-functional teams.
- Rigorous, solutions driven approach with very strong attention to detail.
- Good understanding of how to engage with different cultures in a sensitive and appropriate way with insights into global markets.

Abilities and attributes

- Supportive and open leadership style with the ability to motivate teams and individuals to progress and excel.
- Collegiate approach; driven by collective wins not individual ones.
- Strong emotional intelligence and the ability to 'read the room' and tailor approach with a wide variety of people.
- Able to see the big picture and challenge around new ways of thinking and doing things differently.
- Passion for design and the built environment and enjoys learning about new cultures and how things and people work together.
- A self-starter who is comfortable operating in ambiguity.
- Agile, lateral thinker with the ability to assimilate information and make connections.



Terms of Appointment & How to Apply

Salary	Competitive
Location	Heatherwick Studio, London – relocation package available
Pension	5% matched contribution
Annual leave	25 days + birthday + 3 days @ Christmas (excluding public holidays)

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Rebecca.oconnor@starfishsearch.com or Katy.Giddens@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/heatherwick-commercial-director/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement (no more than two sides) that sets out why you think this role is the right move for you.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date	4th March 2022
Interviews with Heatherwick Studio	w/c 21st March 2022

