

Director of Commercial Operations

LS Energy Solutions, a global provider of energy storage solutions is currently seeking a **Director of Commercial Operations**. He/she has overall responsibility for leading and managing the commercial operations team in the delivery of high-quality Battery Energy Storage Solution proposals and contracts that support and accelerate LS Energy Solutions' growth. Considered an integral part of the leadership team, he/she will contribute to the overall strategy and business planning process, providing strong strategic direction and execution in support of the company's growth and profit goals. He/she will lead a team in the development and delivery of proposals and contracts that meet or exceed customer expectations and are reflective of the company's targets. The Director of Commercial Operations brings strong business and technical acumen, a customer-centric mindset, the ability to lead and develop others, influence to drive results and deliver outcomes, and work collaboratively across the organization while exemplifying the company's core values.

Job Responsibilities

- Plan, develop, execute, and implement clear and consistent commercial strategies that enable achievement of the company's growth goals
- Manage pre-sales engineering, estimating, customer specification review, proposal development, contract development and negotiations including sales and service agreements
- Lead the Commercial Ops team in the development and delivery of high-quality Battery Energy Storage Solution proposals, bids, and contracts that align with customer expectations
- Accountable for the functioning, continued development, and integration of operational commercial processes that ensure compliance and deliver contracts that drive value
- Collaborate within the organization to develop a cohesive and compelling product story for our customer base that addresses opportunities and challenges within the market
- Oversees proposal delivery to ensure that all risks are identified, communicated, and resolved and proposals meet all requirements (customer, legal, regulatory, etc.)
- Develop and maintain departmental systems, SOPs, metrics and measures to drive the effectiveness of the Commercial Ops team
- Works with sales to identify opportunities and conduct prequalification of opportunities
- Participate in customer negotiations from a commercial and functional/technical perspective
- Establish rules to drive competitive pricing, ensuring project cost estimations accurately reflect project costs (equipment, system requirements, service, etc.)
- Design and utilize effective business tools (estimation tools, dashboards, etc.) that optimize the proposal process, deliver metrics to measure KPIs and OKRs, analyze and model key insights and trends, and assist with forecasting and developing strategies that maximize the possibility of success
- Perform high-level business development activities including meeting with customers to cultivate relationships, designing capabilities presentations, negotiating contract terms in support of project profitability

- Understand customer needs/requirements, communicate with internal teams and customers to communicate customer needs/requirements ensuring overall customer satisfaction and that all projects meet or exceed expectations

Education/Certifications/Training/Experience

- Bachelor's degree in Business, Finance, Engineering or related discipline (advance degree preferred)
- 7+ years of commercial or technical experience (sales, business development, commercial management, application engineering, etc.)
- 5+ years of experience leading and coaching a team
- Hands on experience with negotiating, managing, and executing contracts and proposals, both commercial and legal terms within a customer agreement
- *Direct experience in battery, energy storage (preferred)*

Knowledge, Skills, and Abilities

- Able to deliver direction, vision, and leadership
- Able to effectively lead and manage a team through change in high-growth environment
- Able to identify and drive changes to processes and procedures
- Knowledge of battery technologies and energy sector
- Knowledge of commercial contracts, guarantees, and how the design and proposal should address those issues
- Understanding of cash flow, payment terms, performance guarantees, etc.
- Ability to develop tools and processes to enable speed, quality, and cost effectiveness
- Skilled in sales, finance, contract negotiation and execution
- Strong project management, negotiating, and presentation skills
- Strong (written and verbal) communication and interpersonal skills
- Adaptable, collaborative and able to work with internal and external teams, customers, vendors
- Organized, self-starter with a 'can do' attitude with the ability to think ahead and resolve problems (creative/solution oriented)
Strong organization skills and ability to prioritize and manage multiple projects
- Ability to drive for excellence and growth
- Skilled in using data to make actionable decisions, problem-solve, and adapt strategies
- Strong technical and operational aptitude
- Driven, entrepreneurial, collaborative and able to foster relationships and influence others
- Effective at coaching and mentoring others
- Strong leadership, business acumen and decision-making skills
- Skilled in customer relationship management

Core Values: Accountability, innovation, integrity, teamwork