

Job title:	Commercial Manager – The Downs
Bristol grade:	BG13
Managed by:	Parks and Green Spaces Commercial Manager
Responsible for:	N/A
Directorate:	Growth and Regeneration
Service area:	Natural and Marine Environment

Preferred assessment method	
A	Application
AC	Assessment centre
I	Interview
PA	Practical assessment
P	Presentation
T	Test

The table below sets out the essential and desirable knowledge skills and aptitude required to do this role.

Essential (MUST HAVE) = minimum skills, qualifications, knowledge and experience required to perform in the role

Desirable (COULD HAVE) = skills, qualifications, knowledge and experience required that will help the jobholder to perform in the role

Requirement - ESSENTIAL	Method
Substantive experience of managing public facilities, outdoor event spaces, including a thorough knowledge of business development, income generation, customer service, stakeholder management and corporate partnerships.	A, I, P
Successful track record of generating income in a public open space environment, including; commercial concessions, events & event management, funding opportunities, supported by sound numeracy & budget management skills, with experience of Excel.	A, I, P
Practical experience working in an operational environment in a public-facing service, including the management of health & safety issues, and associated statutory requirements for the delivery of events & activities in a place that has public access all year round.	A, I, P

Evidence of the ability to contribute at both strategic & delivery levels and deliver multiple and concurrent projects, planning and using resources effectively and efficiently under pressure, especially the proactive management of budgets, resourcing.	A, I, P
Entrepreneurial ability to develop a long-term vision & objectives. Sound judgement, analytical skills, discerning & disciplined in focusing on what is important and most relevant and driving forwards projects, programmes of work.	A, I, P
Experience of managing change, with the ability to review existing practices and processes, identify improvements or targets & initiate strategic programmes for change.	A, I, P
Demonstrable experience of successfully applying highly developed oral and written communications to influence key stakeholders, such as senior leaders, stakeholders & funding bodies, working up, down, across & outside the organisation – including willingness to travel to carry out engagement activity and communicate with a range of audiences.	A, I, P
Self-motivated and have a can-do, positive attitude, with strong problem-solving skills & an ability to work under pressure to meet deadlines without supervision.	A, I, P
A skilful negotiator & delegator, encouraging ownership and involvement in project delivery & problem resolution; able to listen to multiple viewpoints, resolve issues and make decisions in the context of the wider management, political, social & economic environment.	A, I, P
Demonstrate a values-driven approach and passion for contributing to an open and inclusive organisation and able to demonstrate knowledge and/or experience of equalities and diversity issues.	A, I, P
Have a working knowledge of business and teamworking applications, for example Microsoft 365 or equivalent, including email, word processing, spreadsheet, browser, team collaboration applications, and have a willingness to learn new applications and technology as required.	A
Requirement - DESIRABLE	Method
Hold a leadership and/or project management training i.e. Prince 2.	A