

Job Ad

Commercial Manager



Be.EV Overview

We are a public electric vehicle (EV) charging provider, with a vision to create a fair, futureproof infrastructure legacy that will sustainably accelerate the UK's EV revolution across the country.

We operate a national network of over 600 charging bays with an additional 1,000+ in the current pipeline. We are backed by £110million from Octopus Energy Generation, one of Europe's largest renewable energy investors, and are powered by 100% deep green energy.

We pride ourselves on putting the right chargers in the right places (leveraging state-of-the-art tech to assist with site selection), and in the success of our modular Charging Hub and Charging Green offerings. But most importantly we make sure the chargers work - our network currently has a 99.6% uptime/ availability record.

We have a uniquely community-led and customer-first approach to creating and managing high-usage, design-led and fully funded-EV charging solutions that add value to your organisation or site. Extra revenue, additional footfall, and competitor differentiation to name but a few! Not only do we design, fund, build and operate our site partners' charging solutions, but we provide ongoing maintenance and support to evolve and futureproof the solution over time.

Our employee-owned business is built on commitment, trust and brilliant customer service. We love working with local people and are passionate about making a positive contribution to the communities we serve.

The Role

Be.EV is a fast-growing start-up, run by a small dynamic team with huge ambitions for growth. They are looking for a Commercial Manager to provide robust commercial support to drive deals, deliver best value for money and ensure contract compliance.

We are looking for an experienced and versatile Commercial Manager who is hungry to do this and more. Their ideal candidate will have had hands on commercial experience. He/she will be comfortable with tight deadlines and changing needs.

We will need to combine attention to detail with a “can do” attitude to support the sales and operations team to deliver Be.EV’s targets. If you are a people person who loves the rewarding challenge of building a brand that does ‘good’ for people and the planet, Be.EV wants to hear from you.

Key Responsibilities

- Contractor onboarding and ongoing compliance checks
- Contract management of supply chain contracts
- Reviewing quotes provided by the contractors
- Raise works orders and purchase orders
- Dealing with payment applications
- Final accounts
- Cost tracking

Client contacts:

- Drafting heads of terms with landowners, supported by land agents and sales team in line with template proformas
- Instructing solicitors
- Supporting on lease commercial negotiations, assisted by internal/external lawyers
- Instructing lease plans
- Closing deals

End-to-end support:

- Ensuring all pre-/post construction deliverables obtained

Skills and Qualifications

- Bachelor's degree, ideally in commercial management, quantity surveying or similar
- 5+ years' commercial management/QS experience preferably with some experience in the EV/sustainability, property or utilities sectors
- Experience managing NEC, JCT and other construction/standard form contracts
- Keen to join a seriously commercial organisation with a fast-paced, 'all-in' ethos. Do-ers who will plough through the work and ask for forgiveness not permission
- Ideally someone who has experience of working in a start-up/scale-up environment. Used to getting big and small scale stuff done and building processes from scratch
- Passion and enthusiasm for sustainability and positive social impact.
- Thrives in a fast moving, fast growing organisation
- Happy to work with a 'lean' team, will roll their sleeves up and get stuck in.
- Strong commercial mindset
- Excellent written and verbal communication skills
- Strong project management, multitasking, and decision-making skills

Benefits & Extras

Following the successful completion of a probation period, employees will join our long-term Incentive plan.

- 27 holidays + 5 holidays for Christmas Closure + 8 bank holidays.
- Octopus EV car salary sacrifice scheme! It's like cycle-to-work, but for electric vehicles. You give up some of your gross monthly pay for a new EV, and can save up to 40% on the monthly cost thanks to saving on National Insurance and Income Tax. One of the amazing benefits of this scheme is that you get a free home charger with standard installation plus 4,000 miles of home charging if you switch to intelligent Octopus!
- Company shares- As a business, the owners want ALL the team (regardless of seniority) to benefit from the growth of the business, the growth of Electric Vehicles and the value of the business. The scheme enables all the team to share in the ongoing success of the business.
- Opportunity to work from home one day a week.
- Company Sick Pay Scheme (following successful completion of probationary period (usually 6 months) up to 10 days full pay, in a rolling 12-month period).
- Statutory Pension Scheme (3% Employer Contributions and 5% Employee Contributions).

- State of the art offices in Manchester.
- Company Mobile Phone/Laptop and the latest IT equipment required to be successful.
- Social events.
- Competitive salary (the salary package is based on a start-up and the value you can possibly make out the success of the equity allocated to you).

Equity Scheme

This equity award is based on a standard model for scale up businesses, which is both tax efficient and includes pre-authorisation from HMRC to ensure no upfront tax impacts to the grant. Share options are granted to employees, meaning they have directly allocated shares in the business and so the value of the equity is based on a direct percentage of the increased value of the business. This means there is no cap on the potential from this benefit. Share options vest on a fixed period based on achieving business targets. The number of shares granted to each employee is calculated based on a percentage of the company. The future value is then based on the gain in business value from the start of the award.

As an example, *an employee is allocated 0.1% of the company equity and enters the scheme when the business is worth £10m. If there is a future sale event valuing the business at £500m, the employee would receive £490,000, being 0.1% of the increase in company value (£500m minus £10m). Every extra £1 of value in the business directly translates to extra value for the employee.

**The above example provides an illustration and is not a guaranteed outcome or amount. Further details on the scheme, the event triggers and time periods will be provided upon qualification for the award. **

About This Sector

There an increasingly urgent global and UK focus on the climate emergency, electrification and green energy solutions, with interrelated issues coming to the fore such as decarbonisation, green infrastructure provision and clean air. The ban on new petrol/diesel car sales comes in from 2030 and despite growing consumer interest levels (over 900,000 electric / hybrid vehicles are already on the road) the public charging infrastructure remains inadequate.

Approximately 300,000 chargers will be needed by 2030; today there are just 37,000. The good news is that this represents a 30% year on year increase, though this lags somewhat behind the 38% annual growth in sales of battery electric cars during the year to November (Source: Zap Map).

Be.EV is passionate about rising up to this challenge, and to democratising access across every region and community. Currently the Midlands, the North and North East lag some way behind the South East.

The next 5 to 10 years will be game-changing, and now is the perfect time to join the EV revolution.