



The
Bicycle
Academy

The Bicycle Academy Limited

The Welshmill
Parkhill Drive
Frome
Somerset
BA11 2LE
United Kingdom

+44(0)1373 473767
hello@thebicycleacademy.org

12th February 2020

Job Vacancy - Commercial Manager

Summary

The Bicycle Academy is an award-winning business working within the bespoke and low volume bicycle manufacturing sector. We are looking for a Commercial Manager to drive and execute our ambitious plans. This is an exciting opportunity to join a small, highly motivated, team of people that love what they do.

With six specialised employees, working across four business departments (Education & Experiences, Design & Development, Retail and Operations), we are now looking to build a dedicated management team to enable the business to thrive.

Responsibilities

- Working closely with the MD (the company founder) as an 'Integrator' to manage the day to day business performance.
- Comprehensively design, create strategies for and execute the business growth plan, achieving or exceeding P&L objectives.
- Oversee daily operations and make adjustments as necessary, ensuring the organisation is consistently "rowing" together.
- Identify opportunities for improvements and efficiencies across the organisation, including opportunities to improve revenue, increase margin, reduce cost, and increase profitability.
- Organise staff and their workload to best meet the commercial objectives of the company.
- Lead, manage, develop and motivate the staff via performance management, target setting, regular feedback and training.
- Set operational policies and processes to meet legal and commercial requirements
- Prepare regular management reports.
- Cultivate and manage healthy relationships with strategic partners and vendors
- Collaborate regularly to stay on the same page with the MD.
- Consistently demonstrate a passion for values alignment, focus, simplicity, and clarity in the organisation.

Requirements

- Proven experience and results in a business management or similar relevant role
- Experience building high performing teams, including the ability to recognise and cultivate talent.
- Adept at transitioning from a strategic level vision to day-to-day tactical operations
- Ability to identify ways to improve the customer touchpoints across the company, particularly their online experience.
- Ability to use feedback, experience and intuition to contribute to new product development.
- Experience in goal setting, planning and budgeting.
- Working knowledge of data analysis and performance metrics.
- A demonstrated execution mindset and a record of success holding people to account.
- Excellent organisational and interpersonal communication skills.
- Understanding of and ability to create a healthy organisational culture.
- Varied experiences and responsibilities in Business Development, Operations or Finance preferred.
- MBA, Bachelor's degree in business or a relevant field an advantage.

Salary, place of work and working hours

This is a full time salaried role based at The Bicycle Academy office in Frome, Somerset. Flexible working hours and remote working is available by arrangement. Salary is to be agreed based upon experience.

About The Bicycle Academy

The Bicycle Academy (TBA) was founded in December 2011 after a successful crowdfunding campaign. TBA is a multi award-winning business working within the bespoke and low volume bicycle manufacturing sector. Since opening its door for business in July 2012 the company has grown significantly, now employing 6 full time staff who work across four business departments; Education & Experiences, Design & Development, Retail and Operations.

By providing the very best education, tools, supplies and facilities in a uniquely joined up approach, our goal is to create and support the existing and new wave of professional and enthusiast bicycle builders across the world.

To date TBA has supplied products and services to near 2000 clients, including multi-national organisations, international government research departments, schools, colleges, universities, established bicycle brands, professional, enthusiast and aspiring hobbyists bicycle builders.

Applications

Applicants are asked to provide a comprehensive CV and covering letter. Applications to be submitted by 6th March 2020.

Please send all applications to:

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