EXEC CAPITAL

https://www.execcapital.co.uk/job/commercial-director/

Commercial Director – Huntingdon

Hiring organization
Exec Capital

Employment Type
Full-time

Beginning of employment
1st May 2026

Duration of employment
Perm

Industry
Manufacturing

Job Location
Huntingdon, United Kingdom

Working Hours
9-5

Base Salary
£ 90,000 - £ 120,000

Date posted
March 16, 2026

Description

Our client is a specialist niche manufacturing business based in Huntington with a highly skilled team of 12 people and significant growth potential. The company operates within a specialist market where product quality, reliability, and strong customer relationships are key to continued success.

As part of the company's next phase of development, our client is seeking an experienced **Commercial Director** to lead both the commercial performance and operational effectiveness of the business.

The Role
Reporting to the business owners, the Commercial Director will take responsibility for driving revenue growth while ensuring the efficient day-to-day running of a small manufacturing operation.

This role requires a commercially focused leader who can combine strategic thinking with a hands-on approach. The successful candidate will identify new market opportunities, strengthen existing customer relationships, and lead a close-knit team as the business continues to grow.

Responsibilities

Key Responsibilities

Commercial Leadership

- Develop and implement the company's commercial strategy to drive revenue growth and profitability
- Identify new markets, customers, and partnership opportunities within specialist manufacturing sectors
- Manage and develop key customer relationships
- Lead pricing strategy, contract negotiations, and margin improvement initiatives

Operational Management

- Oversee the day-to-day running of a small manufacturing operation (12-person team)
- Ensure efficient production planning, quality control, and on-time delivery
- Work closely with the production team to optimise processes and improve productivity
- Monitor operational performance, budgets, and key business KPIs

Team Leadership

- Lead, motivate, and develop a small but capable team
- Foster a collaborative and high-performing working environment
- Support recruitment and team development as the business grows

Business Growth

- Identify opportunities for product development and market expansion
- Contribute to the long-term strategic direction of the business
- Support business planning and investment decisions

Qualifications

Our client is seeking an entrepreneurial commercial leader who is comfortable operating within a small, fast-moving manufacturing environment.

Key requirements include:

- Proven experience in a **commercial leadership role within manufacturing or engineering**
- Experience managing or overseeing **small manufacturing operations**
- Strong business development and relationship management capabilities
- Ability to combine **strategic thinking with hands-on leadership**
- Strong financial awareness including budgeting and margin management
- Experience leading and developing small teams
- Comfortable working in a **growing, owner-led business environment**

Desirable Experience

- Experience within niche or specialist manufacturing sectors
- A track record of helping scale a small or medium-sized manufacturing business
- Exposure to export or international markets

The Opportunity

This is an excellent opportunity to join a well-established specialist manufacturer at an exciting stage of its development. The successful candidate will have the opportunity to play a key leadership role in shaping the commercial direction and future growth of the business.

Location

This role is based **on-site in Huntington** and requires regular presence within the manufacturing facility.

Job Benefits

Salary £90,000 – £120,000 depending one experience