

BUSINESS DEVELOPMENT DIRECTOR ROLES AND RESPONSIBILITIES

Reports to: CEO / Managing Director

Function: Business Development

ROLE PURPOSE

The Business Development Director leads ST Group's growth and market-development activity across the Group, identifying and converting sustainable opportunities, strategic partnerships and long-term client relationships.

The role combines market intelligence, client leadership, opportunity development and commercial judgement to strengthen the Group's pipeline, revenue quality and market position while ensuring that opportunities are aligned with operational capability, risk appetite and strategic priorities.

This role profile operates alongside Statom Group's PDR process, role-specific technical/professional competencies, Statom behavioural competencies and separately agreed objectives. Together these provide the framework for assessing performance, capability, development and contribution.

KEY WORKING RELATIONSHIPS

- CEO, Managing Director and Executive Leadership Team.
- Chief Development Officer / senior growth leadership where applicable.
- Managing Directors and leadership teams across Group businesses.
- Commercial, Estimating/Bids, Operations, Finance, Marketing/Media and technical functions.
- Key clients, developers, contractors, consultants, framework partners and other strategic stakeholders.

KEY RESPONSIBILITIES

Strategic Growth & Market Development

- Develop and implement a Group-wide business development plan aligned with strategic growth priorities.
- Analyse market trends, competitor activity, client demand and sector opportunities to identify attractive markets and routes to growth.
- Build and maintain a high-quality pipeline of opportunities aligned with Group capability, capacity, risk appetite and target margins.
- Coordinate cross-business growth initiatives, cross-selling and joint propositions where they create sustainable value.

Client & Stakeholder Relationship Management

- Build and maintain senior relationships with strategic clients, developers, contractors, consultants and market stakeholders.
- Lead high-value client engagement and support negotiation of strategic commercial opportunities within delegated authority.
- Represent ST Group externally and communicate the Group value proposition credibly and consistently.
- Drive key-account development, client retention and repeat-business opportunities.

Opportunity, Bid & Revenue Leadership

- Lead qualification and development of strategic opportunities from early engagement through bid/tender handover.
- Work with Commercial, Estimating, Operations, Finance and technical leaders to test viability, pricing logic, capacity and risk before commitment.
- Oversee quality of strategic proposals, presentations and client-development activity.
- Monitor pipeline health, conversion, win/loss outcomes, revenue contribution and quality of secured work.

Cross-Business Collaboration & Market Insight

- Create effective collaboration across Group businesses and ensure relevant intelligence is shared early.
- Provide market insight that informs service development, investment and operational planning.
- Ensure client commitments and opportunity assumptions are properly transferred into tender and delivery teams.

Leadership, Governance & Reporting

- Lead, coach and develop business development resources and set clear standards for opportunity management and client engagement.
- Provide accurate and timely reporting to the CEO / Managing Director on pipeline, conversion, opportunities, risks and forecast outcomes.
- Ensure business development activities comply with Group governance, delegated authority, competition law, anti-bribery requirements and relevant policies.
- Maintain appropriate records of client engagement, opportunity status, decisions and market intelligence.

ROLE-SPECIFIC TECHNICAL / PROFESSIONAL COMPETENCIES

TECHNICAL / PROFESSIONAL COMPETENCY	WHAT GOOD LOOKS LIKE IN THIS ROLE
Growth Strategy & Market Intelligence	Translates Group strategy into focused market priorities and uses evidence, client insight and competitor intelligence to shape sustainable growth decisions.
Pipeline & Opportunity Management	Maintains credible visibility of pipeline value, stage, probability, ownership, next actions and conversion risk and challenges weak or low-quality opportunities.
Strategic Client Development	Builds senior client relationships, understands decision drivers and converts insight into differentiated, credible propositions.
Bid / Tender Leadership	Shapes major opportunities early and ensures bid strategies, value propositions and commitments are commercially and operationally deliverable.
Commercial & Risk Judgement	Understands margin, risk, contract position, capacity and cash implications and avoids pursuing revenue that creates disproportionate exposure.
Negotiation & Influence	Negotiates credibly, communicates value clearly and secures internal alignment without overcommitting the Group.
Cross-Group Collaboration	Mobilises the right operating companies and functions at the right stage and creates disciplined handover from opportunity to delivery.
Governance & Reporting	Provides accurate forecasts, records decisions and maintains transparent governance of opportunities, approvals and client commitments.

STATOM BEHAVIOURAL COMPETENCIES

The Business Development Director is expected to demonstrate Statom Group's behavioural competencies consistently in how the role is performed. Particular emphasis for this role applies to:

STATOM BEHAVIOURAL COMPETENCY	WHAT GOOD LOOKS LIKE IN THIS ROLE
Drives Performance	Sets clear growth priorities, maintains pace and accountability and follows opportunities through from identification to decision or conversion.
Understand Stakeholder Needs	Understands client priorities and internal delivery constraints and shapes opportunities that work for both the customer and ST Group.
Builds Trusted Relationships / Networks	Builds credible senior relationships and networks through consistency, insight, follow-through and professional conduct.
Commercial Judgement	Balances revenue opportunity with margin, risk, capacity, cash, contractual exposure and long-term value.
Bigger Picture View	Connects market opportunities to Group strategy, operating-company capability, brand, pipeline balance and future growth.
Open to Change	Adapts growth plans to market evidence, client feedback and changing Group priorities and tests new routes to market where justified.

Framework reference: Statom Group Behavioural Competencies - Statom Group Induction V2026.

PDR AND PERFORMANCE FRAMEWORK

- This role profile, the role-specific technical/professional competencies, Statom behavioural competencies and separately agreed objectives together form the performance framework for the Business Development Director role.
- Individual objectives and performance measures will normally be agreed through the PDR process and may be reviewed or updated to reflect business priorities, project requirements, development needs and the scope of responsibility.
- Specific annual objectives are intentionally kept outside the contract of employment so that they can evolve without requiring a contractual variation.
- Performance assessment should consider both outcomes and how those outcomes were achieved. Integrity, governance, risk management, accurate reporting, collaboration, compliance and professional conduct remain relevant even where financial, operational or service outcomes are positive.

- Evidence may include pipeline and CRM data, opportunity qualification records, bid outcomes, conversion rates, revenue and margin contribution, client feedback, account plans, forecast accuracy, governance records, stakeholder feedback and delivery of agreed growth priorities.

INDICATIVE PERFORMANCE AND BONUS MEASURES

The measures below provide an indicative structure for assessing the individual performance contribution of the Business Development Director. They do not create a guaranteed bonus entitlement and do not replace the terms of the employment contract or any applicable bonus arrangement.

Strategic Pipeline & Sustainable Growth - 30%

Measured against:

- Quality, value and strategic fit of pipeline.
- Conversion of agreed priority opportunities and contribution to sustainable revenue and margin.
- Forecast accuracy and disciplined opportunity qualification.

Client & Key Account Outcomes - 25%

Measured against:

- Strength and depth of strategic client relationships.
- Repeat-business, key-account growth and quality of client feedback.
- Effectiveness of senior client engagement and opportunity shaping.

Bid, Commercial & Risk Quality - 20%

Measured against:

- Quality of opportunity strategy, bid input and handover.
- Evidence that opportunities are commercially viable, appropriately authorised and operationally deliverable.
- Reduction in avoidable commitments, late risk discovery or weak opportunity governance.

Cross-Group Collaboration & Market Development - 15%

Measured against:

- Cross-business opportunity creation and collaboration.
- Quality of market insight and contribution to new-sector/service development.
- Effectiveness of internal stakeholder alignment.

Leadership & Statom Behaviours - 10%

Measured against:

- Leadership, accountability and development of the BD function.
- Quality of reporting, integrity and professional judgement.
- Consistent demonstration of Statom behavioural competencies.

Bonus Governance

Any bonus remains non-contractual and discretionary and is governed by the employee's contract of employment and any applicable Company bonus arrangements. The measures above inform the individual performance assessment only. Any award and its amount will also take account of the financial and operational performance of the Company and/or Group, including profitability, cash performance, strategic delivery, affordability and any other relevant business circumstances.

For the first year, individual objectives and performance measures will be agreed following commencement of employment once the postholder has had an appropriate opportunity to understand the role and business priorities. Objectives may be refined during the review period. Any first-year bonus award may be pro-rated in accordance with the employment contract and applicable bonus terms.

EDUCATION, QUALIFICATIONS AND PROFESSIONAL DEVELOPMENT

Essential / Required

- Significant senior business development, client-development or strategic growth experience in construction, engineering, infrastructure or a comparable B2B environment.
- Strong track record of developing and converting high-value opportunities and strategic client relationships.
- Strong commercial awareness, negotiation capability and understanding of bid/tender and project-delivery risk.
- Ability to operate credibly with senior clients, Group leadership and cross-functional teams.

Desirable

- Degree or equivalent professional qualification in business, construction, engineering, commercial management or a related discipline.
- Experience of multi-business or Group environments, frameworks, strategic partnerships or acquisition-led growth.
- Relevant industry or professional network/membership.

The postholder is expected to maintain market awareness, professional capability and knowledge of relevant Group sectors and complete agreed development activity.

GENERAL ACCOUNTABILITIES

- Comply with ST Group and Statom Group policies, procedures, delegated authorities and reasonable management instructions relevant to the role.
- Maintain accurate, current and auditable records in approved Company systems and protect confidential, personal and commercially sensitive information.

- Work within personal competence, training and delegated authority and seek appropriate support where a matter exceeds those limits.
- Raise material operational, financial, legal, compliance, security, reputational or conduct concerns promptly through the appropriate escalation route.
- Work collaboratively across Group functions and operating businesses and support a culture of integrity, accountability, respect and continuous improvement.
- Undertake other reasonable duties consistent with the seniority, purpose and scope of the role.

ROLE REVIEW AND ACKNOWLEDGEMENT

This document sets out the principal accountabilities and expected standards of the Business Development Director role. It is not exhaustive. Duties may reasonably develop or change to reflect business needs, legal or regulatory requirements, organisational change and the postholder's level of responsibility, subject to the employment contract and applicable law.

I confirm that I have read and understood this role profile and the standards expected of me. I understand that it will be used alongside the PDR process, applicable competencies and separately agreed objectives to support performance and development discussions.

Employee name	
Employee signature / Date	
Manager signature / Date	