

Constructive Collaboration

Expanding the core team

March 2018

*Join a team that's developing
pioneering technology
to transform the way we
collaborate at work.*

Job description

Business Director

Location : London Bridge
Starting : Immediate
Position : Full - Time
Salary : Competitive
+ potential for stake in business

Constructive Collaboration is an expanding start-up based in London Bridge. We are at the forefront of collaborative and relational working. We have developed a proven process and the supporting software to enable teams working on complex projects to succeed. Our unique software enables a shift in mindsets, improved relationships and commercial success. We have a strong list of clients – the leading names in the engineering and construction industry – and increasing demand for our work. We also see a future path in other sectors that we are keen to develop.

As a director, you will be responsible for the business side of Constructive Collaboration. You will work alongside the Founder and CEO Andrew Wright to grow the business, taking responsibility for all aspects of business management ranging from the negotiation of contracts to the oversight of day to day operations, licensing agreements, monitoring project delivery, developing effective budgetary controls, ensuring accurate financial reporting and forecasting as well as overseeing the people side of Constructive Collaboration.

The Opportunity

This is an opportunity to join a dynamic and rapidly growing start-up with a strong social mission at an early stage. You will be excited about expanding and shaping this new business and you will be passionate about what we do: you believe in people and collaboration and will be excited about joining a business rooted in deep research and cutting-edge technology. You will:

- Work with the CEO to develop the business strategy and mission
- Play an instrumental role in all aspects of business development and growth including sales and ensuring business and mission targets are achieved
- Be part of a break-through in relational working, creating high value work for the society we live in.

About Constructive Collaboration

Working in high functioning teams leads to better outcomes and is truly satisfying however the experience is rare and the knowledge of how collaboration works is often minimal.

In 2015 our founder, Andrew Wright set out on a quest to demystify collaboration, and work out how we can make great teams the norm, not the exception. Drawing on best practice from around the globe and the commitment and energy of our network and community, we developed the Constructive Collaboration offer, through iterative research and practice.

The business is at an exciting point of development: providing commercial services to existing clients, with a growing list of future clients, a strong network of supporters and collaborators and a commitment to share public benefit outputs. To support this growth we are seeking to expand our core team and make a director level appointment to guide the business through this next stage.

About You

- You may have worked in the construction industry, in software or another related sector. What is important, is that you have experience of the start-up or SME environment. You can work with your sleeves rolled up to grow a business and a team.
- You have an affinity with tech development and you will have had experience of managing a business day to day. You will have led or been close to the process of securing investment.
- You are a people person with a track record in building and managing high functioning motivated teams; you will enjoy supporting and growing a young, creative team and you will be responsible for fostering an organisational culture that can attract and retain talented individuals within a multi-disciplinary team.
- You are familiar with the both the pressures and excitement of working in a start-up and you will be able to navigate these waters and support a team through this process. You combine a can-do, problem solving attitude with patience: you are rock steady.
- Constructive Collaboration is a new concept and so you are someone who is comfortable working with emerging and disruptive ideas and concepts.
- You enjoy engaging with clients. You have excellent inter-personal skills and emotional intelligence: you will be able to lead client work and front negotiations with new and existing clients.
- You can keep your eye on the big picture whilst picking up the details.

We are working in construction now, but we fully expect to expand into other sectors, including the public sector, so you will be someone who is excited about the social and public good aspect of our work.

Your skills, knowledge and experience

- Experience of writing and delivering business plans
- Expertise in managing a start up business or in managing an innovative cost center in a larger business
- Highly numerate and able to both manage day to day finances and lead on financial planning
- Experience in all aspects of team leadership
- Proven ability to sell and manage complex deals
- Ability to set up licensing agreements and commercial agreements including all relevant professional services
- Ability to oversee the implementation of business strategy including managing strategic cash flow
- Skilled negotiator (people & sales)
- Excellent communication skills written, aural and visual
- Either expertise or interest in leading SaaS development and the construction sector would be useful

To Apply

If you would like to be considered for this exciting opportunity at the forefront of collaborative working, with an unparalleled research base, then please send us your CV and a one-page letter outlining why you would like the role and how your previous experience and skills would enable you to excel.

Constructive Collaboration values diversity, promotes equality and challenges discrimination. We encourage and welcome applications from people of all backgrounds - particularly those from disabled and Black, Asian and Minority Ethnic people. Appointment will be on merit alone. As part of your application please ensure that you complete our Equal Opportunities Monitoring form. This will help us to evaluate our procedures and ensure that we are complying with our equal opportunities policy.

If you wish to discuss the role please email us to arrange a phone call with the founder.

Our telephone number is 02038057804.

When you are ready to apply, please email us with:

- Your one-page cover letter
- Your CV
- Your Equal Opportunities Monitoring form

Emails should be sent to hello@constructivecollaboration.com

Successful candidates will be invited to an interview in central London in the second half of April.