

## POSITION DESCRIPTION

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|--|---|----------------------------|
| <b>Position Title:</b> GM Commercial COE | <b>Direct Manager:</b> Chief Operations Officer |                            |
| <b>Budget Responsibility:</b> N/A        | <b>Direct Reports:</b> TBC (up to 10)           | <b>Indirect Reports:</b> 0 |

### WHAT YOU'RE HERE TO ACHIEVE

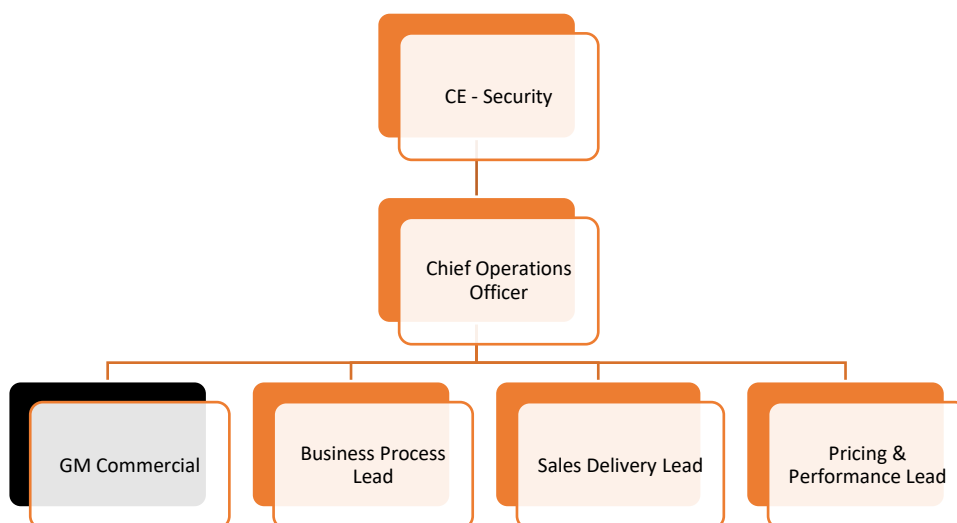
The GM Commercial COE is essential in promoting growth and profitability within the Global Security Business Unit. The objective of the GM Commercial role is to offer strategic guidance by fostering high-quality decision-making for the long-term success of Security.

You will encourage constructive challenge and provoke diversity of thought across the wider business and significant programmes of work, identifying improvement opportunities and aligning with Gallagher Security's vision and goals. Your responsibilities include developing and implementing strategic initiatives to advance the business. This involves financial planning, leveraging business expertise, and leadership skills to pinpoint opportunities, devise strategies, and efficiently execute plans. You will oversee a robust governance framework to enhance the quality, consistency, and strategic alignment of business cases, ensuring better decision-making and business outcomes.

Collaboration across the Gallagher Group is critical to the success of this role, providing transparency and clarity, while leveraging the power of data to generate insights to drive high quality decisions and performance improvement.

You have deep financial and commercial acumen and strong analytical skills. Your strategic mindset, risk management skills, and leadership prowess will significantly contribute to the successful execution of the Security Business Unit Strategy.

### WHERE YOU'LL FIT IN #TEAMGALLAGHER



## WHO YOU'LL BE WORKING WITH

| INTERNAL RELATIONSHIPS   | EXTERNAL RELATIONSHIPS                                  |
|--|---|
| Security Executive Team<br>Solution Delivery Team<br>Security Operations Teams<br>Security Global Sales Teams<br>Security Marketing Team<br>Gallagher Support Services (ie Finance, IS, Legal, HR) | Vendors<br>Consultants<br>Channel Partners<br>End Users |

## WHAT YOU'LL BE DOING

| Key Accountability  | Outcomes/ Expectations  |
|---|---|
| <b>Commercial leadership and navigation:</b> <i>support the business to set the right strategic direction and effectively manoeuvre the competitive landscape to achieve sustainable growth</i> | <ul style="list-style-type: none"> <li>• Be a trusted business partner to the wider Security Business, with willingness and desire to drive the navigation and alignment of strategic decisions.</li> <li>• Lead robust commercial discussions with pan Gallagher strategic thinking to support the development of the long-term business plan and strategy.</li> <li>• Activate the business drivers and value levers to create business insights and recommendations relating to the value generation to then influence informed decision making.</li> <li>• Support decision making through modelling, analysis, inquiry, challenge, generating options and providing advice on the financial implications and consequences of business decisions</li> <li>• Contribute towards the development and implementation of strategic plans aligned with the company's goals and objectives. Define key performance indicators (KPIs) and metrics to measure progress and evaluate the effectiveness of strategic initiatives.</li> <li>• Assist in identifying and pursuing new business opportunities, partnerships, and collaborations to expand the company's customer base and revenue streams. Develop and maintain relationships with key stakeholders, including clients, vendors, and industry partners.</li> <li>• Build financial acumen and commercial skills across the Security Business, including risk/reward decision making and value management.</li> </ul> |
| <b>Stakeholder relationships and management:</b> <i>Align priorities with business goals and mitigate risks to enhance the overall reputation of the Gallagher Security</i>                     | <ul style="list-style-type: none"> <li>• Forge and maintain highly effective relationships with key stakeholders to build on opportunities to influence diverse thinking and impact quality decision making.</li> <li>• Provide constructive challenge in positive ways of working across various business leadership teams to drive better outcomes.</li> <li>• Leverage collaborative relationships to maximise collaboration, efficiency and effectiveness for the broader business.</li> <li>• Cross functional engagement with regional sales teams, product solutions, marketing and other functions across Security and Gallagher.</li> </ul>  |

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|--|---|
|  | <ul style="list-style-type: none"> <li>● Champion the embedding of commercial acumen across the business.</li> </ul>  |
| <p><b>Exploit data and insights:</b> <i>leveraging data to gain valuable information that can drive better decision-making and improve business outcomes</i></p>   | <ul style="list-style-type: none"> <li>● With a leadership lens, exploit the power of data to generate insights and provide transparency to provoke diversity of thought to inform high quality decision making.</li> <li>● Be curious.</li> <li>● Role model simplification; simplify the complex by creating transparency and providing clarity.</li> <li>● Generate actionable insights.</li> <li>● Communicate and present to tell an effective and meaningful story.</li> </ul>  |
| <p><b>Governance Framework:</b> <i>establish and ensure a robust governance framework that enhances the quality, consistency, and strategic alignment of business cases, driving better decision-making and business outcomes.</i></p> | <ul style="list-style-type: none"> <li>● Develop and own governance forums in relation to business cases.</li> <li>● Create and document comprehensive governance policies for business case development and approval processes, outlining roles, responsibilities, decision-making criteria, and approval workflows.</li> <li>● Report on business case performance, risks, and issues to internal stakeholders.</li> <li>● Develop and implement standardised business case templates to ensure consistency and completeness across all submissions, ensuring they are user-friendly and cover all critical aspects such as financial projections, risk assessments, and strategic alignment.</li> <li>● Develop and deliver a training program to educate stakeholders on governance framework practices, including guidelines for business case preparation and submission.</li> <li>● Develop a system for ongoing monitoring and reporting of business case statuses, approvals, and outcomes.</li> <li>● Establish clear communication channels for stakeholders involved in the business case process, promoting transparency and collaboration.</li> <li>● Define and track key performance indicators (KPIs) to measure the effectiveness and efficiency of the governance framework.</li> <li>● Promote a culture of accountability and ownership for business case outcomes among stakeholders. Implement accountability measures, such as post-implementation reviews and performance incentives, ensuring that at least 80% of business case owners actively engage in the process and deliver expected results.</li> <li>● Establish mechanisms to ensure compliance with the governance framework and continuously improve the process based on feedback and performance data.</li> </ul> |
| <p><b>Team Management:</b> <i>ensure that all members are aligned, motivated, and working collaboratively towards the team's objectives, ultimately leading to</i></p>   | <ul style="list-style-type: none"> <li>● Build, lead and mentor a higher-performing commercial team, fostering a culture of accountability, innovation and excellence.</li> <li>● Set clear performance goals and provide regular feedback to ensure team alignment with business objectives.</li> </ul>  |

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| <i>higher productivity and success</i> |  |
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Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

## HOW YOU'LL BE DOING IT

### Qualifications, Skills and Experience:

- Bachelors or Master level degree (e.g., Business, Finance, Accounting)
- Proven track record of success in commercial management, business case development, or related roles.
- Strong analytical skills with the ability to interpret complex data and generate actionable insights.
- Excellent communication and interpersonal skills, with the ability to influence and negotiate effectively at all levels of the organisation.
- Demonstrated leadership abilities with experience leading cross-functional teams.
- Strategic thinker with a proactive and results driven approach to problem solving.
- Proficiency in Microsoft Office Suite and other relevant software applications.

### Behavioural Competencies:

- Forward thinking, operating one step ahead to anticipate opportunities and challenges.
- Makes sense of complex, disparate information and appropriately analyses risk to inform clear, considered decision making in an ambiguous, changing environment.
- Welcomes feedback from others and adopts a reflective practice to identify and develop areas requiring growth.
- Works collaboratively to enhance team spirit and overall team output, sharing knowledge and experience to help develop the team.
- Experience with change management and leading teams through process changes.
- Structured and well organised, with the ability to work on more than one project at a time employing good time management and prioritisation skills to ensure delivery.
- Passion for continuous improvement and bringing people together on a journey.
- Strong attention to detail and commitment to data accuracy.

# Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

