

Head of Commercial Services



Hours: 36.5 hours per week

Contract: 2 year contract (initially) with strong likelihood of extension based on results

Salary Range: £80-100,000 based upon experience with performance-related bonus

Head Office: 16 Summer Lane, Birmingham, B19 3SD

Close Date: 17th April 2026

About us:

The Light Rail Safety & Standards Board (LRSSB) are the central body responsible for co-ordinating advances in tramway safety and setting recognised industry standards. Since it was established in 2018, it has led the sector in meeting the recommendations made by the Rail Accident Investigation Branch in its report on the tragic Croydon derailment.

The role:

To originate, design and deliver LRSSB's commercial growth strategy, generating sustainable and scalable income streams while safeguarding our mission, reputation and member value. This is a strategic, externally facing business development leadership role.

Whilst this is a new role, the successful candidate will be supported by the CEO and the Commercial Advisory Group, with access to the core staff of LRSSB, and provided with an appropriate operating budget.

Hybrid – with regular presence in Birmingham (c. 4 days per month) with overseas travel expectation

Why Join LRSSB Now?

Having been established for over 6 years, with strong support from HM Government and the tram and light rail sector, LRSSB is now a leader in the field of safety design, measurement and management.

Having received, and delivered on, a number of ad-hoc requests from the sector globally, the Board are keen to maximise the returns on the systems, processes and intellectual property that have been developed.

This is an exciting opportunity for an outstanding candidate to build a new commercial function.

More specifically, the duties and responsibilities are:

- Develop and implement a 2-year commercial growth strategy.
- Deliver a targeted and agreed amount of annual new commercial income within 2–3 years.
- Originate, pursue and close UK and international commercial partnerships.
- Build and manage a structured CRM pipeline and sales governance process.
- Commercialise LRSSB intellectual property including licensing, consultancy and training.
- Represent LRSSB at senior industry level events and meetings.
- Establish commercial KPIs and governance frameworks.
- Provide regular reporting to the CEO and Commercial Advisory Group.
- Contribute to development of LRSSB's longer-term operating model.

What we are looking for:

Essential Criteria:

- Proven senior-level business development or commercial leadership experience (Assessed by: Application & Interview)
- Track record of originating and closing complex commercial contracts (Assessed by: Application, Interview & Presentation)
- Experience building structured commercial pipelines (Assessed by: Application & Interview)
- Demonstrable revenue growth delivery (Assessed by: Application & Interview)
- Strong negotiation and stakeholder management skills (Assessed by: Interview)
- Experience commercialising services, consultancy or IP (Assessed by: Application & Interview)
- Ability to operate strategically and autonomously (Assessed by: Interview)
- Experience engaging senior stakeholders (Board/C-suite/public sector) (Assessed by: Interview)
- Strong written and verbal communication skills (Assessed by: Application & Interview)
- Commitment to equality, diversity and inclusion principles (Assessed by: Application & Interview)

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What we are looking for:

Desirable Criteria:

- Experience in public transport, infrastructure or regulated sectors (Assessed by: Application & Interview)
- International market development experience (Assessed by: Application & Interview)
- Experience within a membership or not-for-profit environment (Assessed by: Application)
- Experience operating within public-sector funding environments (Assessed by: Interview)
- Experience establishing commercial governance frameworks (Assessed by: Interview)

In return LRSSB will offer you:

- An exciting, positive, creative, challenging and rewarding place to work.
- To be part of a diverse and vibrant international community.
- Ongoing training and career development
- 28 days leave plus 8 statutory.
- Flexible working
- Generous pension contributions
- Paid expenses
- Cycle to work scheme.
- Health & Wellbeing support

About your application:

For more details and to respond please apply to Russell Copley (Advisor to LRSSB) rcopley@greenborough.com

In your application, please provide a cover letter briefly setting out how you meet the essential experience, knowledge and skills needed to fulfil the post in addition to a current copy of your CV.

Applications to be received no later than: **17:00 hrs - 17th April 2026**

Interviews to be held on: **27th and 28th April 2026**

Final interview and presentation : **8th May 2026**

Initial informal conversations: Applicants may contact Russell Copley (Advisor to LRSSB) for an informal discussion prior to applying.

Application sifting: Initial shortlisting will be undertaken by Russell Copley/Richard Horsley using the Person Specification at 2 herein. Undertaken w/c 20 April.

Stage 1 Interview: 60-minute structured interview with CEO. Scheduled for 27 or 28 April.

Stage 2 Interview: Presentation (10 minutes on how the candidate would generate £400,000 of revenue over a 24 month period) to sub-set of Commercial Advisory Group, to include the LRSSB Chair and LRSSB CEO, followed by panel Q&A. Diarised for 8 May.

Final decision and offer subject to references.

We welcome applications from all suitably qualified candidates regardless of age, disability, gender identity, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. Reasonable adjustments will be provided throughout the recruitment process where required.

Location:

16 Summer Lane, Birmingham, B19 3SD.

LRSSB are situated in a vibrant location just outside of the city centre, we are well-placed for transport links and encourage employees to take advantage of the active travel facilities we have such as bike storage and shower/changing facilities. We believe in a healthy work/life balance.