

Job Description - Commercial Manager

MGI Engineering Ltd is looking for a **Commercial Manager** to join our highly skilled team to deliver cutting-edge solutions in the aerospace, automotive, motorsport, marine and defence sectors. MGI Engineering is accelerating the creation of technologies towards a net carbon zero future.

Founded in 2003 by our CEO Mike Gascoyne, MGI Engineering has circa 40 full-time engineering staff based in Witney, Oxfordshire, delivering innovative technology solutions to wider mainstream and newly developing industry sectors. We are a very dynamic team with many exciting clients and projects. We pride ourselves on having a can-do attitude.

The technical team leverages its extensive experience in the F1 industry to deliver customised, highly innovative solutions to meet our client's specific requirements within different sectors. Our DNA is rooted in extensive, fast-paced R&D development, on-time and within-budget delivery, and reliance on a trusted international network of partners and specialists. We believe in sustainability, mobility and reusable energy technology across all our supported sectors.

Job Summary:

The Commercial Manager leads the commercial strategy, governance, and performance of the organisation's engineering and defence-related contracts. The role ensures commercial decisions drive profitability, manage risk, strengthen compliance, and support the delivery of complex engineering programmes.

Reports To: CFO

Key Responsibilities:

- **Commercial Strategy & Performance:** Develop and execute commercial strategies that optimise margin, cost efficiency, and long-term contract value across engineering and defence programmes. Provide commercial insight into bid/no-bid decisions, pricing strategy, cost modelling, and programme financial forecasts. Monitor contract performance, cost drivers, and commercial KPIs, ensuring transparent reporting to senior leadership.
- **Contract & Programme Management:** Lead the negotiation, drafting, and management of complex engineering, manufacturing, and defence contracts—including MoD, prime contractors, and international defence customers. Ensure contracts are commercially robust, technically aligned, and compliant with defence standards and export controls. Support programme delivery teams with contract interpretation, change control, claims management, and risk mitigation. Commercial input to all ITTs working with the relevant Project Manager.
- **Risk, Governance & Compliance:** Identify and manage commercial risks across the engineering and defence portfolio, ensuring appropriate controls and governance. Oversee adherence to defence industry regulations, FAR/DFARS or DEFCON terms (as applicable), ITAR/Export Controls, and security/supply-chain requirements. Champion strong commercial governance, ensuring decisions are data-driven and auditable.

- **Supplier, Customer & Stakeholder Relationships:** Manage strategic relationships with key suppliers, subcontractors, and defence customers. Partner with Engineering, Finance, Programme Management and Procurement teams to ensure aligned commercial outcomes. Represent the organisation in high-value negotiations, customer reviews, and commercial disputes.

Required skills & experience

- Significant experience in commercial roles within engineering, aerospace, defence, advanced manufacturing, or related technical industries.
- Strong understanding of engineering lifecycles, cost build-ups, change management, and programme delivery.
- Demonstrated experience negotiating and managing complex, high-value defence or government contracts.
- Working knowledge of DEFCON terms, export controls, security restrictions, and defence procurement frameworks (e.g., UK MoD, NATO customers).
- Advanced financial and analytical acumen, with the ability to build business cases and influence executive decisions.
- Excellent communication, negotiation, and stakeholder-management skills.
- Experience working at or supporting an executive leadership level.

Preferred Certifications (Optional):

- Degree in Engineering, Business, Law, Finance, or related discipline.
- Professional qualifications (e.g., CIPS, IACCM/WorldCC, ACA/ACCA, MBA) advantageous.
- Defence-specific training (e.g., ITAR/Export Controls, DEFCON familiarisation) beneficial.

Benefits:

- Competitive salary
- 25 days holiday + bank holidays
- Flexible benefits scheme
- Free Breakfast
- Birthday day off
- Flexible working hours

Contract hours:

Full time, fixed term

Primary location:

Witney, Oxfordshire, onsite

Salary:

£50,000.00 - £65,000.00 per annum