

JOB & PERSON SPECIFICATION

Job Title:	Commercial Manager
Accountable To:	Executive Leadership Team
Directorate:	Senior Leadership Team
Salary:	£50,000 - £60,000 D.O.E

About Spark Medical Limited & The Pre-Hospital Academy

A Great Place to work

At Spark Medical, we offer an unrivalled clinical development pathway, giving you access to outstanding training and career progression opportunities. This includes support and funding for formal academic qualifications, ensuring you can continue to grow and excel in your career.

Working across the United Kingdom, you'll have the opportunity to apply your skills in a wide range of environments—from fast-paced urban centres to rural and remote communities—gaining diverse and rewarding clinical experience.

A Great Place to Live

Wherever you're based across the UK, you'll benefit from a varied and high-quality lifestyle. From vibrant cities and cultural hubs to peaceful countryside and coastal communities, there are opportunities to find a location that suits both your career and personal life.

With a range of living options available nationwide, you can enjoy a balanced lifestyle, with access to affordable housing in many regions, alongside excellent amenities, transport links, and a rich cultural heritage.

Working for our organisation

Spark Medical is a rapidly growing organisation with a clear ethos of delivering high-quality care. An exciting opportunity has arisen within the Senior Leadership Team to oversee the delivery and strategic development of our Training, Learning and Development portfolio within the Pre-Hospital Academy.

Since 2016, Spark Medical has been delivering ambulance services, event medical cover, accredited pre-hospital care, clinical education, and workplace first aid training. We are proud to be a modern, forward-thinking provider, supporting a wide range of healthcare settings across the UK.

As a highly regarded, clinically led organisation, we are patient-focused and driven, with a dedicated leadership team committed to maintaining the highest standards of care. Our vision—where every

second counts and every patient matters—underpins our mission to deliver the right care, in the right place, through a skilled and committed workforce, working in partnership with the NHS.

Spark Medical provides 24/7, 365 days a year accident and emergency services to patients requiring urgent medical treatment and transport. Our highly skilled teams deliver life-saving care within communities and ensure patients are safely transported to hospital or appropriate care settings when needed.

In addition, we provide non-emergency patient transport services for those who require assisted travel due to medical or clinical needs.

Working in healthcare is incredibly rewarding, offering the opportunity to make a genuine difference in people's lives at their most vulnerable moments—something we are proud to do every day.

Role Summary

The Commercial Manager is a key member of the Senior Leadership Team, reporting directly to the Group Director and responsible for driving the commercial and financial performance of the organisation. The post holder will oversee financial reporting, management information, budgeting, forecasting, and commercial analysis, ensuring the business maintains strong financial control while supporting sustainable growth and operational excellence.

This role holds overall responsibility for the production of accurate and timely management accounts, cash flow reporting, budget management, and the provision of meaningful Management Information (MI) to support strategic decision-making. A key aspect of the position is the effective use of Sage 50 Accounts, ensuring financial records are maintained accurately, robust financial controls are in place, and reporting deadlines are consistently met.

Working closely with operational and departmental leaders, the Commercial Manager will provide commercial insight and challenge, identifying opportunities to improve profitability, efficiency, and business performance. The role will support pricing strategies, contract profitability reviews, business planning, and growth initiatives, ensuring commercial decisions are underpinned by sound financial analysis and robust data.

Providing professional and commercially focused leadership, the Commercial Manager will champion continuous improvement, data-driven decision-making, and financial accountability across the organisation. The role will play a critical part in shaping financial strategy, enhancing reporting capabilities, and supporting the achievement of the organisation's short and long-term objectives through effective financial management and commercial governance.

About You

You are an experienced and commercially astute professional with a strong track record of driving financial performance, delivering strategic insight, and supporting business growth. You possess excellent analytical skills, commercial awareness, and the ability to translate complex financial data into meaningful information that supports effective decision-making at all levels of the organisation.

You thrive in a fast-paced and evolving environment, demonstrating a proactive, solutions-focused approach to managing financial and commercial challenges. With a strong attention to detail and a commitment to accuracy, you are confident in preparing management accounts, financial forecasts, budgets, and high-quality Management Information (MI) that enables the business to monitor performance and identify opportunities for improvement.

You have significant experience using Sage 50 Accounts and are comfortable managing financial processes, maintaining robust controls, and ensuring the integrity of financial data. You are highly proficient in Microsoft Excel and financial reporting tools, with the ability to analyse trends, monitor key performance indicators, and provide clear recommendations that improve profitability and operational efficiency.

As a trusted business partner, you build strong relationships across all levels of the organisation, working collaboratively with operational managers and senior leaders to support commercial objectives. You are confident in challenging and influencing stakeholders where necessary, using evidence-based insights to drive accountability and informed decision-making.

You are a professional and approachable leader who promotes a culture of financial accountability, continuous improvement, and commercial excellence. Through your integrity, initiative, and commitment to high standards, you play a key role in supporting the organisation's long-term success and sustainable growth.

Person Specification

Criteria	Essential	Desirable	Assessed
Qualifications and Training			
Management/leadership qualification or equivalent demonstrable experience	✓		Interview, application form
AAT Qualified, Part-Qualified ACCA/CIMA, or equivalent finance qualification	✓		Interview, application form
Degree in Finance, Accounting, Business Management, or a related discipline.		✓	Interview, employment check
Quality Management Qualification		✓	Interview, employment check
Hold a full UK manual driving licence with C1 category.	✓		Interview, employment check
Skills and Experience			
Demonstrable experience of senior operations leadership at a tactical level, with evidence of engaging with stakeholders at all levels	✓		Interview, employment checks
Strong knowledge and practical experience of Sage 50 Accounts .	✓		Interview
Ability to produce detailed Management Information (MI) reports and dashboards.	✓		Interview, application form
Strong commercial awareness with the ability to identify business improvement opportunities.	✓		Interview, application form
Advanced Microsoft Excel skills including formulas, pivot tables, and data analysis.		✓	Interview, application form
Excellent analytical and problem-solving abilities.		✓	Interview, application form
Good knowledge of NHS landscape and commissioning structure		✓	Interview, application form
Ability to work independently and manage multiple priorities.	✓		Interview
Good IT skills to enable accurate record keeping	✓		Interview
Well-developed negotiating and reasoning skills	✓		Interview
Aptitude and Abilities			
Promote the values of Spark UK Medical Limited and the Wider Group and demonstrate a commitment to the organisational strategy and culture	✓		Interview, health check

Demonstrate excellent interpersonal, teamwork, communication and social skills	✓		interview
Demonstrate ability to work on own initiative, be forward thinking and able to work independently	✓		Interview
Ability to prioritise, act under pressure and apply deadlines to workload	✓		interview
Ability to identify learning needs and motivate others	✓		Interview
Potential and willingness for personal change with the ability and commitment to learn new skills	✓		Interview, employment checks
Flexible in approach to supporting the needs of the business	✓		Interview
Able and willing to travel for work purposes	✓		Interview
Ability to join the on call rota structure	✓		Interview
Enhanced DBS Clearance in the last 5 years (or commit to an Enhanced DBS check)	✓		Checks