



Position Description

Job Title:	Chief Commercial Officer
Office location:	Pembroke Dock, Wales
Place of work:	Flexible (combination of office and remote working)
Employment Type:	Full-time, employee
Remuneration:	Competitive salary
Start Date:	To be agreed
Line Manager:	Managing Director

Overview

Founded in 2012 in Perth Western Australia, Bombora is an award-winning ocean energy company. The company is named after an Australian aboriginal word “Bombora”, meaning an area of large sea waves breaking over a shallow reef some distance from the shore.

Bombora has relocated its global head office to Pembrokeshire, Wales in the heart of a dynamic, wave and tidal energy focused region. The organisation has strong investor backing, having established a variety of business partners over the years.

Pembroke Dock, with its enviable natural and industrial resources, has been a key enabler in the rapid acceleration of Bombora’s full-scale technology validation project. As Bombora’s team of 24 continues to grow, the organisation is driving further projects and partnerships across Europe and internationally.

In the past, conventional wave energy converters have focused on extracting power from the ocean’s surface. These converters must be engineered to survive the harshest ocean storms, increasing design complexity and capital costs. The founders of Bombora realised that 80% of wave energy was accessible 10 meters below the ocean surface. This led to the founders creating an innovative low cost, high power wave energy converter to operate well beneath the waves.

The result of this innovation was Bombora’s innovative and patented mWave which can produce environmentally friendly, consistent and cost competitive renewable energy for commercial scale energy needs in both nearshore (coastal locations) and offshore (deep water), throughout the world. The last seven years have been focused on developing, testing and validating the core technology. Bombora is now moving into the next stage of the company’s evolution, to fully commercialise the product.

The wave energy industry is currently going through an industry revival with Bombora at the forefront. There are exciting similarities to the flourishing offshore wind industry and good synergies that Bombora is looking to harness in this commercialisation process.

Profile Description

Bombora seeks to strengthen its executive management team to scale the business quickly and effectively and to drive it through the commercialisation process. The CCO will be a key member of the executive management team and have key responsibilities to develop and drive these commercialisation strategies.

The CCO will have ultimate commercial responsibility for developing and driving crucial commercialization strategies, future partnerships and commercial agreements, ultimately ensuring the continued long-term growth and success of the organisation.

Whilst there is significant demand in Europe, Bombora has international growth objectives and as a result, this person shall play a key role building upon it's existing relationships and driving newly established ones across the global energy industry.

The CCO will help drive a strategy to identify the most appropriate relationships in order to become global, presenting Bombora with the best commercial opportunities. It is crucial this person understands the market in order to be able to determine how to maximise Bombora's business opportunities. Essentially, this person needs to be the architect and then the builder of the go-to-market strategy.

Candidates should have strong commercial and leadership qualities and be able to demonstrate their ability to thrive in a highly dynamic environment where a both a "hands on" approach and an architect's mindset are needed to successfully create and deliver on opportunities.

Main Responsibilities

- Lead the company's commercial function
- Drive new international commercial partnerships
- Lead the commercialisation strategy and activities of the business.
- Develop, lead and drive short, medium and a long-term partnerships and collaborations
- Thinks outside the box and proactively seeks new opportunities to develop relationships and market opportunities to commercialise Bombora's technology. Understands how the mWave's application and technology could be applied to new collaborations and markets
- Given the potential demand, can formulate the best commercial partnerships that will benefit Bombora
- Has a network that could support further funding and strategic support of the business
- Work closely with the CFO, who shall support the CCO in commercial negotiations with third parties, utilizing financial models to project future earnings and profitability
- Monthly management and Board reporting
- Is an advocate of the growing Bombora enterprise, a team player with an open personality that seeks to actively drive business improvement and support the development of the team.

Person Specification

Ideally the CCO will have a techno-commercial background, paired with capital equipment or capital project experience, which will support them visualize commercialisation strategies and business opportunities aligned with Bombora's technology capabilities and potential future capabilities.

This person will have over 10 years PQE in an international environment working within growth environments, having evidenced how they have supported the scale-up of an organisation. Exposure to the offshore wind, marine energy or associated industries would be a plus.

The CCO will need to be a strategic, opportunistic thinker in order to assist in shaping strategy. They would know from experience what it means to take new companies through growth in emerging markets and will have the ability to adapt to this evolving environment.

The company is looking for an exceptionally credible and proven senior commercial professional whose personality and style will fit well in the company and who could build internal and external relationships with ease. The individual will be collaborative and approachable, with an open and transparent approach. They will be passionate about and committed to the company and its culture.

Professional Experience/Qualifications

- Ability to demonstrate previous experience for a role of this nature
- Has strong relationships with a broad scope of European, and ideally international energy industry organisations
- Wind industry C-level access
- Can clearly evidence that they have supported the establishment of a scalable organisation, achieved through driving multiple strategic and long-term partnerships
- Has a technical, capital equipment or projects foundation, enabling them to think outside the box and drive new “pathways” with the best commercial opportunities
- Actively challenges and addresses “silo” attitudes to encourage effective relationship building
- Is collaborative in approach both inside and outside of the organisation
- Pace and proactivity
- Ideally a graduate with MBA experiences and with relevant technical qualification to create and grow a foothold in an emerging high growth market.

Line of Reporting

The Chief Commercial Officer reports directly to the Managing Director.

How to Apply

Applicants should submit an up to date CV together with a covering letter explaining why you are interested in the role and what relevant experiences you have. You should also provide names and addresses of two people that will act as your referees, one of which should be a business/professional contact. We will only approach them if you are invited to interview.

Applications should be emailed to recruitment@bomborawave.com. Please list the job title in the subject field. All applications must be received by 5pm on 15th January 2020.

Further Information

Bombora is an equal opportunities employer and has a proactive approach to parents with childcare responsibilities.

We also actively support Welsh language speakers and on request we can provide any of our documentation in Welsh. Please visit our website for further information.