

Role:	Commercial Services Group Non-Executive Director: committee member for the following divisions.
Divisions:	Energy & Environment (LASER, Lumina, Zero Carbon Future, Landscape Services, CSG: Managing Waste) Procurement & Partnerships (Procurement Services, Lifecycle, Cantium, Connect2Kent, Connect2Hampshire, Connect2Luton, Connect2Surrey, Connect2Dudley, Connect2Dorset, Connect2Halton, Connect2Hackney)
Contract Type:	Three-year rolling term (subject to one month notice from either party)
Time Commitment:	18 days per annum of which 15 will be in-person meetings (usually Kent based)
Salary:	£30,900
Responsible To:	Philip Dearing, Chair of Commercial Services Group

Who are Commercial Services Group (CSG)?

CSG is the largest, local authority-owned trading company (LATCO) in the UK, generating over £800m in revenue per annum and providing services to over 16,000 education and public sector customers globally. With over 1,800 employees across the UK, France, Dubai and Bangkok, we are on a mission to be recognised as the global leader in education and public sector solutions. Currently growing at a rate of circa 20% each year, CSG has expanded to 33 trading brands via an innovative buy and build model delivering an important mix of organic growth, acquisitions and strategic joint venture partnerships.



Our 33 brands provide a wide range of services to customers across education, local authorities, blue light services and the NHS. We deliver education management, IT, legal services, HR services, recruitment, waste and landscape management, energy and decarbonisation services, procurement, education supplies and project management. For more insight to our brands, please see our website: <https://www.commercialservices.org.uk/>.

CSG and its businesses are wholly owned by local authorities, meaning the profits we generate are delivered back into front line services. With over £77m delivered so far, a real example of profit with a purpose.

The Opportunity

This NED appointment will bring independent, commercially focused guidance to both the Group and to a portfolio of service-based businesses generating significant turnover and growth across the Energy & Environment and Procurement & Partnership divisions. These include businesses delivering to the public sector:

- Effective energy supply, renewable energy generation and decarbonisation initiatives.
- Landscaping and grounds maintenance solutions and waste management and recycling facilities.
- Procurement frameworks, contract management solutions and end-to-end managed service offers to deliver savings and efficiencies.
- Our innovative joint venture partnership model for contingent labour.

The ideal candidate will have a close understanding of the public sector, in management of cost efficiencies, and preferably a specialism in one of the areas listed above.

Key Responsibilities

- **Strategic Oversight & Challenge:** Provide independent, commercial challenge on growth strategies, market positioning, operating models, and investment priorities across the portfolio. Bring a strong lens on customer value, margin improvement, service innovation, and business scalability.
- **Commercial Performance & Growth:** Support the development and evaluation of business plans and investment cases, with a focus on sustainable revenue and EBITDA growth. Apply an operator's mindset to pricing, customer acquisition, operational efficiency, and go-to-market strategies. Advise on M&A opportunities, digital transformation, and market diversification.
- **Leadership & Governance:** Actively contribute to the Board's collective responsibility for governance, risk management, compliance, and cultural integrity. Support management in balancing commercial returns with CSG's broader social purpose and public ownership responsibilities.
- **Sectoral Insight & Market Awareness:** Bring relevant market insight and experience that informs strategic choices in HR services, education, workforce planning, or adjacent markets. Stay attuned to changing customer expectations, regulatory shifts, and technology trends affecting the portfolio.
- **Stakeholder Engagement:** Act as a trusted adviser and sounding board to senior leaders. Help build and leverage networks to support the Group's commercial partnerships, visibility, and influence across the private and public sectors.

Candidate Profile

- **Senior Leadership in Public Sector Facing Organisation:** Former CEO, Managing Director, General Manager, or Senior Director of a significant enterprise (P&L accountability essential).
- **Growth & Transformation:** Demonstrated success in growing and/or transforming customer-facing service businesses.
- **Commercial Acumen:** Deep understanding of operational drivers, margin optimisation, and customer-centric growth strategies.
- **Strategic Influence:** Comfortable providing high-level strategic advice in complex, matrixed or portfolio businesses.
- **Commitment to Sustainable Social Value:** Looking beyond the commercial and having an understanding and passion for the strong social purpose of the organisation.
- **Board or Advisory Experience:** Experience as a NED or senior advisor is advantageous but not essential.