**SELWOOD LTD**

**POSITION DESCRIPTION: Framework Director**

**LOCATION:** North/South (with travel)

**POSITION PURPOSE:** The Framework Director will be responsible for managing and overseeing the framework agreements that Selwood delivers to Water and Wastewater companies across the North/South. This senior role involves direct interaction with clients, contract negotiation, operational oversight, and ensuring that all frameworks are managed effectively to optimise performance and compliance. The role requires a deep understanding of the Water and Wastewater sectors, regulatory requirements, and the challenges faced by these industries.

**RESPONSIBLE TO:** Commercial Director (North/South)

**RESPONSIBLE FOR:** Framework Managers

**REGULAR CONTACTS External**  Designated Framework/Water Authority and its contractors

**Internal** North & South Sales Directors

General Manager Scotland

Group Managing Director

Group Technical Solutions Director

Commercial Finance Director

Director of Special Projects & Solutions

Director of Product Service & Excellence

Head of Project Delivery

Director of Solutions North & Electrical Devt.

Head of Clean Water

SHEQ Director & Team

Fleet Support Managers

Sales Teams

Solutions Director, PMs and Solution Teams

Installation and Electrical Managers and Teams

All Departmental Managers

Operational Managers

Management Accountants

Client Services including all associated partners (Speedy)

HR Team

Business Technology Department

Workdry Group Businesses, Pump Manufacturing & Siltbuster

**Key Responsibilities:**

* Oversee the management and performance of all framework agreements within the Water and Wastewater sectors, ensuring compliance with contractual obligations and regulatory standards.
* Build and maintain strong relationships with key stakeholders and influencers within client organisations to enhance the awareness of Selwood and the products and services.
* Lead contract negotiations and act as the primary point of contact for all framework-related matters.
* Provide strategic direction and operational oversight to Framework Managers, ensuring that all frameworks are delivered efficiently, on time, and within budget.
* Oversee the team of Framework Managers (team size between 3 and 6) to drive growth, maximise sales and profitability and lead customer experience strategies
* Identify opportunities to improve contract performance, drive efficiencies, and expand existing framework agreements. Set and monitor KPIs to ensure targets are met.
* Ensure all frameworks adhere to the requirements set by regulatory bodies such as Ofwat and the Environmental Agency, staying up to date with any changes in regulations.
* Work closely with other departments within Selwood, including Sales, Operations, and Finance, to ensure alignment and support for framework delivery.
* Promote and integrate sustainable practices within framework operations. Encourage innovation in service delivery to meet the evolving needs of clients and the environment.
* Provide strong leadership to develop high performing teams. Set and disseminate SMART objectives to direct reports, and ensure they manage their teams effectively to deliver these.
* Coach and mentor direct reports upskilling them technically and their critical leadership abilities to enhance the performance, motivation, and engagement of their teams.
* Regularly review team performance with direct reports to ensure you have the right capability and engagement to deliver projects and business objectives. Support direct reports to identify and address knowledge and skills gaps and proactively manage performance and development.
* Utilise succession planning and performance data to develop a pipeline of capable leaders for the future and improve overall business resilience.

*The main responsibilities are outlined above. This is not a definitive list, and other tasks/activities may be necessary as the company’s commercial activities require.*

**QUALIFICATIONS & EXPERIENCE:**

* Proven experience in managing large frameworks within the Water and Wastewater industries, with a deep understanding of the challenges and regulatory environment (e.g., Ofwat, Environmental Agency).
* Strong leadership and negotiation skills, with a track record of building and maintaining client relationships. Ability to identify key stakeholders and drive business growth through existing frameworks.
* In-depth knowledge of the Water/Wastewater sector, including regulatory requirements and industry challenges. Familiarity with sustainability practices and their application within the industry.
* Experience of successfully managing geographically diverse teams, being able to demonstrate strong leadership skills and raising standards in the team, with the ability to set clear goals, develop, coach, motivate and engage to ensure all are working to the same standards
* Ability to act proactively / be forward thinking whilst maintaining a methodical, attention to detail approach
* Flexibility to support the business to get the job done understanding the requirements of all stakeholders while maintaining a safe environment for all
* Computer literate to a high level. Be able to pull reports and analyse data on company systems and Microsoft Packages such as excel / word / power point
* A full UK driving licence (endorsed with a maximum of 6 points)
* Willingness to travel across the UK as required to manage frameworks and meet with clients.