

When the answer isn't obvious, people turn to you.

Commercial Growth Director

Leading complex client transformations that unlock commercial performance.

Is this you?

Can you enter a messy commercial environment, identify what is really driving performance, build a practical path forward, align stakeholders behind it and fully back yourself to deliver a result?

We're looking for someone who is already very good at operating in complex corporate environments, who understands how large organisations actually work, is comfortable with ambiguity and competing priorities, and has played a meaningful role in driving commercial performance.

At Firestarter, you won't simply manage accounts or oversee delivery. You'll work alongside senior stakeholders on some of our most strategically important client engagements, helping organisations solve complex commercial challenges, improve sales performance and deliver meaningful, lasting change.

You'll work across strategy, sales, CRM, leadership, capability and change, helping clients translate commercial ambition into practical action. One day that might mean diagnosing the root cause of stalled growth. The next it might mean designing a transformation programme, aligning a leadership team around a new approach, or helping a client navigate a critical turning point. Whatever the challenge, the objective remains the same: creating sustainable commercial growth.

Why Firestarter?

This role offers the opportunity to apply everything you've learned from operating in complex commercial environments, but with more ownership, more influence and more visible impact.

You'll have the autonomy to make decisions, the trust to lead significant client programmes and the opportunity to influence the continued growth of Firestarter itself.

For the right person, it's a chance to combine the intellectual challenge of solving difficult commercial problems with the satisfaction of seeing those solutions become reality.

You'll work with ambitious clients, smart colleagues and leaders who value judgement, action and outcomes over hierarchy and process, while helping shape the future capabilities, thinking and direction of a growing business.

The reality?

This role requires independent judgement, commercial ownership and confidence under pressure.

If you need heavy structure, constant escalation or time to build confidence, this probably isn't the right fit.

But if you're someone who can enter a complex situation, find the insight others have missed, create a practical path forward and lead people behind it, we'd love to hear from you.

In return – a competitive six-figure package, performance-related upside and potential participation in the long-term value creation of the business.



To find out more please contact:
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