|  |  |  |  |
| --- | --- | --- | --- |
| **ROLE Title:** | SENIOR PRICING MANAGER - ACQUISTION | **DAte:** | FEBRUARY 2025 |
| **GRADE:** | E | **Business Unit:** | CR: PRICING & VALUE |
| **Role** | **Key Responsibilities:** | **Skills / Knowledge / Experience:** | **Competencies / Values** |
| **Role Purpose:**This role is a high-profile and critical role that offers considerable exposure as well as the opportunity to make a significant impact on optimised pricing of £45m of Acquisition pricing. This role holder will deputise for Director of Pricing and Value on acquisition matters, including:* Successfully deliver the financial objectives of the acquisition budget.
* These include revenue, sales volumes, usage and life-time value targets across several different products and distribution channels.
* Support the wider consumer division achieve its financial objectives.

**Context:** * Alongside Head of Pricing, Acquisition Director, Finance Director, and Finance Business Partners, inputting into and agreeing the annual acquisition budget.
* Delivering the financial objectives of the acquisition budget.
* Working alongside the technical pricing team and colleagues from a variety of functions (marketing, digital etc.) in the acquisition squad to develop and execute pricing strategy to deliver acquisition budget.
* Support the development and adoption of analytical and technical capabilities within the wider pricing team, to ensure the wider consumer division achieves its objectives.
* Ensuring acquisition pricing meets any regulatory or compliance requirements.
* Supporting the development of direct reports and the wider pricing team.

**Reports to:*** Director of Pricing and Value

**Key Relationships:*** Exec/Board
* CEO Consumer / Acquisition Squad
* Consumer SLT Directors & Finance MD’s
* Consumer Pricing & Finance Teams
* Marketing & Insights Team
 | * Drive and develop the successful delivery of Consumer pricing strategy, development and initiatives across the Division, driving profitability upwards.
* Lead programme execution where required to deliver on initiatives and programmes critical to Division and group commitments.
* Produce Executive summaries of FCA regulatory pricing changes, understanding and communicating the impact these may have on the Business.
* Liaise with the Financial Conduct Authority and Financial Ombudsman Service as required. Ensure Financial Ombudsman pricing complaints are responded to appropriately.
* Undertake detailed statistical analysis using actuarial modelling techniques to support the Risk Based Pricing element of the Acquisition Strategy
* Consider and model the tax implications of pricing changes.
* Support business decisions by providing accurate and predictive analysis to support business strategy.
* Investigate and drive forward market leading pricing capabilities.
* Develop forecasting models & explain weekly/ yearly variances vs forecast
* Understand FCA regulatory guidance, both Pricing and non-Pricing
* Develop action plans to ensure that the Breakdown Pricing Strategy aligns to the evolving regulatory landscape.
* Lead the Product & Pricing (P&P) Forum and translating outcomes to inform the Executive P&P and acting as Advisory service to non-actuarial business stakeholders
* Ensure decisions taken are compliant and adhere to Governance sign off processes.
* Manage and develop a small team of pricing analysts who will provide accurate and timely analysis of business trading data to inform your strategic thinking and decision making.
* Role also responsible for non-Core pricing items such as POU and Non Member Breakdown.

**Key Performance Indicators:*** P&L and Budget plan delivery supported.
* RAC margins maintained / increased
* RAC perceived by others as market leader
* Business and Compliance Risks managed within agreed appetite
* Compliance with all appropriate company Policies ensuring appropriate sign-offs achieved through the Pricing & Product Forum, RAC Exec Board.
 | **Skills/Knowledge/Experience*** Extensive pricing experience and demonstrable expertise in relevant field (such as Finance, Insurance, Banking etc.).
* Excellent technical knowledge of pricing and analytical techniques.
* Highly numerate with strong analytical & problem solving skills
* Experience of statistical modelling software (e.g. Emblem, R, python) advantageous, but not required.
* Experience of optimisation software (e.g. Radar optimiser, Earnix) advantageous, but again not required.

**Personal Attributes:** We’re looking for a skilled analytical thinker with the ability to handle competing priorities, complex dynamics and exercise judgement in the development and implementation of strategic plans. You’ll also need strong experience of delivering complex programmes at a senior level.In addition you’ll demonstrate:* Strong delivery and leadership experience with exceptional communication and negotiation skills
* Strong stakeholder management experience with a demonstrable ability to build relationships based on credibility and trust with Exec, regulators and Group-wide stakeholders at all levels
* Finance acumen to build, track and deliver business cases
* Experience of leading diverse, professional teams

**Qualifications/FCA:*** Relevant numerate degree/post qualification.
* Progress towards relevant professional qualification e.g. CII, MBA, FIA desirable
 | **RAC competencies:** * Strategic Thinking – Level 5
* Achievement Drive – Level 5
* Judgment and Decision Making – Level 5
* Commercial Awareness – Level 5
* Interpersonal & Influencing Skills – Level 5
* Continuous Improvement – Level 5
* Leadership – Level 4
* Leading Change – Level 4
* Developing Self and Others – level 4

**Values**A role model who demonstrates the highest standards of ethical and professional behaviour consistent with RAC HERO values:**Handle it Together**Cares about impact on others, shares ideas and positively challenges others**Exceptional Service**Has best interests of colleagues and customers at heart, goes the extra mile to enhance customer experience, understands business strategy**Raise the Bar**Driven and ambitious, challenges self and others, continually learning**Own It**Leads by example, trusted to achieve right outcome, passionate |