



POSITION DESCRIPTION

Role Title	Pricing & Market Insights Manager
Reports To	Head of Marketing
Direct Reports	Masterfile Coordinators, Pricing Improvement Specialist, Digital & Commercial Analyst
Location	TBC

PURPOSE OF THE ROLE

Lead the development and execution of Corys' national pricing strategy and wholesale market intelligence capability to maximise margin performance, strengthen pricing discipline and improve price realisation across the business.

The role is responsible for establishing pricing architecture, governance frameworks, competitor pricing intelligence, and commercial analytics that enable the business to make informed pricing decisions. The role leads a team responsible for pricing analytics, market insight, product data governance, and pricing process improvement to ensure pricing strategy is effectively implemented and embedded across the organisation.

KEY TASKS	DELIVERABLES
Formulate National Pricing Strategy	<ul style="list-style-type: none"> Develop, implement and maintain a national pricing strategy across the Corys business including pricing principles, customer segmentation frameworks and pricing guardrails. Develop pricing architecture across customer segments and sales channels. Establish and maintain a structured annual and quarterly pricing roadmap. Support the business to balance competitiveness, customer value, and margin outcomes through disciplined pricing frameworks.
Pricing Governance	<ul style="list-style-type: none"> Establish and manage pricing governance including approval thresholds, pricing policies and exception management frameworks. Lead structured pricing review forums and ensure adherence to pricing policies across the organisation. Provide transparency on pricing performance and compliance through regular reporting.
Market Intelligence	<ul style="list-style-type: none"> Develop and maintain a structured wholesale market intelligence programme including competitor price benchmarking and market trend analysis. Translate market insights into actionable pricing recommendations for the commercial leadership team. Provide regular insight packs outlining market movements, risks and pricing opportunities.

	<ul style="list-style-type: none"> • Maintain awareness of changes in market that may impact pricing position, customer trends or margin performance.
Pricing Analytics and Commercial Performance	<ul style="list-style-type: none"> • Lead pricing analytics including pricing mix analysis, price realization, margin leakage diagnostics, discount analysis and trends. • Develop dashboards and reporting tools that provide visibility of pricing performance across the business. • Identify and lead initiatives to improve gross margin performance and reduce pricing inconsistencies in collaboration with leadership team.
Commercial Enablement	<ul style="list-style-type: none"> • Partner with Regional, Branch and Commercial leadership to support the implementation of national pricing initiatives. • Develop tools, playbooks and training that improve pricing consistency and decision making. • Support annual planning and forecasting processes through pricing scenario modelling.
Pricing process improvement	<ul style="list-style-type: none"> • Lead continuous improvement initiatives across pricing processes, tools and workflows to improve efficiency, accuracy and control. • Oversee the integrity of pricing-related product data, hierarchy logic and data inputs in collaboration with relevant teams. • Identify opportunities to simplify manual processes and improve system-supported pricing management.
People Leadership	<ul style="list-style-type: none"> • Lead and develop the pricing and insights team ensuring clear objectives, development plans and performance outcomes. • Build strong analytical capability and commercial insight within the team to support decision making across the business. • Lead cross-functional relationships that support decision making and execution across the business.
Health & Safety	<ul style="list-style-type: none"> • Demonstrate visible health and safety leadership; ensure safe behaviours are modelled and reinforced. • Ensure training and on-site support activities consider risks, controls and compliance requirements. • Report incidents/near misses promptly and participate in investigations where required.

KEY RELATIONSHIPS

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| <ul style="list-style-type: none"> • Corys Leadership Team (CLT) • Internal leadership team including Regional Managers and Branch Managers • Finance and People teams • Supply Chain and Inventory teams • Wider Group Management and shared services (as applicable) | <ul style="list-style-type: none"> • Suppliers and manufacturers • Key customers and project stakeholders (as required) • Industry advisors, regulators and standards bodies (as relevant) |
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PERSON SPECIFICATION

BEHAVIOURAL COMPETENCIES

Competency	What 'good' looks like
Strategic Thinking	Sees the big picture, links day-to-day execution to long-term channel outcomes, anticipates trends and competitive threats.
Leadership & People Development	Leads through influence and coaching; sets clear expectations; builds accountability and capability across a dispersed team.
Commercial & Financial Acumen	Understands margin, pricing drivers and value; makes data-led decisions to balance growth and profitability.
Communication & Influence	Communicates clearly and persuasively across SLT, regions, branches and suppliers; builds trust and alignment.
Problem Solving & Decision Making	Applies structured problem solving; makes timely decisions in ambiguous environments; escalates appropriately.
Resilience & Results Orientation	Maintains focus under pressure; drives delivery and follows through to measurable outcomes.

KNOWLEDGE, EXPERIENCE AND SKILLS REQUIRED

- Proven experience in pricing, commercial, category management, sales operations, or wholesale distribution environments, ideally within a B2B organization.
- Strong understanding of pricing strategy and margin management, including pricing frameworks, discount structures, price realization, and commercial performance drivers.
- Experience developing or implementing pricing governance frameworks, including pricing policies, approval processes, and exception management.
- Highly developed analytical capability, with the ability to interpret complex data sets and translate insights into practical commercial actions.
- Strong financial and numerical literacy, with the ability to analyse pricing performance, margin outcomes, and commercial metrics.
- Experience using reporting and analytical tools, including advanced Microsoft Excel and business intelligence or ERP systems.
- Demonstrated ability to influence and collaborate across multiple stakeholders, including sales teams, branch leadership, commercial teams, and senior management.
- Experience leading or developing teams, including setting objectives, building capability, and driving accountability for performance outcomes.

- Strong planning and organisational skills, with the ability to manage multiple priorities and deliver outcomes within agreed timeframes.
- Knowledge of product hierarchy, masterfile or product data governance practices, particularly within wholesale or distribution environments.
- Excellent communication skills, including the ability to present insights, recommendations, and commercial reports clearly to different audiences.
- Commercially astute and improvement-focused mindset, with the ability to challenge constructively, identify opportunities for optimisation, and drive continuous improvement.
- Clean, valid driver's licence and ability to travel nationally, as required.

OCCUPATIONAL HEALTH & SAFETY

PHYSICAL CONSIDERATION

Corys Electrical is committed to ensuring that employees' health and safety is not compromised by the work environment, work processes or procedures. The company makes every effort to

- provide a safe and healthy workplace and to
- reduce risks arising from identified hazards.
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As part of its health and safety practices, the company may require a prospective employee to complete a health questionnaire prior to any offer of employment.

POTENTIAL HAZARDS

ACTIVITY	HAZARDS
Computing	<ul style="list-style-type: none"> • Use of computer monitor; occupational overuse syndrome
Driving	<ul style="list-style-type: none"> • Traffic; road conditions; fatigue; mobile phone use
Warehousing / branch visits	<ul style="list-style-type: none"> • Moving vehicles; manual handling and lifting; stacked product/obstacles; spillages and slippery surfaces
Site / project support	<ul style="list-style-type: none"> • Working near construction activity; PPE requirements; electrical hazards (as relevant)
Supplier training / demonstrations	<ul style="list-style-type: none"> • Use of tools/equipment; trip hazards; working at height risks (where applicable)