Pricing and Commercial Strategy Specialist

Office Location	Jakarta, Indonesia	**Reports To**	Head of Strategy and Partnerships
Duration	Full-time; Ongoing		

Palladium is a global development and consulting firm, part of the GISI Consulting Group, working alongside some of the world's leading project management and engineering organisations. We partner with governments, businesses, investors and communities to design and deliver complex programs that create lasting impact. With a presence across more than 90 countries, Palladium offers the opportunity to work on meaningful challenges, alongside talented colleagues, in environments where your work can truly make a difference.

Purpose of Position

The Asia Pacific (APAC) Strategy and Partnerships Team at Palladium is a strategic engine for growth, driving high-value opportunities across the region in alignment with Palladium's global vision. Pricing and Commercial Strategy Specialist holds a critical role within this team, spearheading the development of commercial proposals that shape the future of donor-funded programming in the region. This position benefits from an advanced expertise in economics, commercial design, a nuanced understanding of key clients and the regional political-economic landscape.

Primary Responsibilities

The Pricing and Commercial Strategy Specialist plays a key role in supporting Palladium APAC's growth and strategic decision-making. The role focuses on developing high-quality commercial proposals, undertaking competitor and market analysis, and delivering commercial insights to support bid decisions and executive leadership priorities across the region.

Commercial Strategy, Proposals and Pricing

- Play a proactive role in supporting Palladium APAC to win new work by developing robust commercial proposals, pricing strategies and financial models for donor-funded and development programs.
- Lead the development of commercial and pricing models that assess value for money, risk and commercial viability, drawing on competitor intelligence, market benchmarks and delivery assumptions.
- Work closely with the bid team to shape commercial strategy and pricing approaches aligned with pursuit objectives, client expectations and regional growth priorities.
- Develop a comprehensive commercial proposal ensuring coherence between technical, delivery and commercial components.
- Ensure all bids submitted are compliant as per the client requirements.
- Support negotiations with partners, consortium members and external consultants, providing advice on pricing, risk allocation and implications for the overall commercial offer.
- Contribute to final negotiations with clients following preferred bidder or contract award, adapting commercial models in response to feedback and contractual requirements.

Market Intelligence, Competitor and Strategic Analysis

- Undertake market, sector and competitor analysis across priority geographies and donors to inform bid strategies, pricing decisions and executive-level investment choices.
- Research and analyse client priorities, procurement trends, competitor positioning and historical pricing to support go/no-go decisions and pursuit strategies.
- Synthesize commercial, market and pipeline insights for use by the Executive Leadership Team in regional planning, portfolio management and growth discussions.
- Contribute to broader strategic initiatives, including commercial diagnostics, portfolio performance analysis and development of regional pricing strategies.
- Provide additional ad hoc support across portfolios and sectors as requested by the Head of Strategy and Partnerships.

Bid Management and Business Development Support

- Support continuous improvement of business development and commercial tools, templates and processes to enhance consistency, efficiency and quality across bids.

Internal Collaboration and Commercial Integration

- Maintain close collaboration with Program Delivery, Human Resources, Contracts & Compliance, Legal and Finance teams to ensure pricing assumptions are current, defensible and operationally sound.
- Ensure commercial proposals align with delivery models, workforce strategies and risk settings, strengthening bid credibility and post-award readiness.
- Identify opportunities to improve commercial processes and inform corporate and project-level decision-making through data and analysis.

Relationships, Communication and Professional Development

- Build and maintain effective working relationships with internal stakeholders, partners and consultants to support high-quality commercial outcomes.
- Communicate complex commercial and pricing information clearly and confidently to non-commercial audiences, including senior executives.
- Contribute to broader APAC corporate initiatives and priorities as required, supporting Palladium's strategic growth objectives.

Relationships

The role is part of the Strategy and Partnerships Team, APAC and works closely with the team members.

Authority Levels

- The role carries minimal level of authority with regular consultation with the Head of Strategy and Partnerships
- Subject to broad practices and procedures covered by functional precedents and policies and managerial directions.
- Compliance with corporate delegated authorities.
- Consultation with manager regarding important decisions involving your areas of responsibility.

Qualifications and Experience Required

Essential technical competencies

- Advanced Microsoft Excel skills, including:
  - Complex financial modelling
  - Scenario and sensitivity analysis
  - Pivot tables and advanced formulas
  - Power Query
  - Financial dashboards and reporting
- Strong financial modelling and pricing capability, including:
  - Cost build-ups
  - Budget development
  - Workforce costing
  - Multi-currency modelling
  - Revenue, margin and cash flow analysis
- Demonstrated understanding of commercial and financial concepts including:
  - Profit and loss statements
  - Pricing strategies
  - Risk-adjusted pricing
  - Value for Money (VfM) assessments
- Strong data analysis and market intelligence skills, including interpretation of commercial, competitor and procurement data.
- High proficiency in Microsoft PowerPoint and Word, including preparation of executive-quality commercial proposals and presentations.

Desirable technical competencies

- Experience using Microsoft Power BI to analyse and visualise commercial, pipeline and financial data.
- Experience with ERP and finance systems such as Deltek, Oracle, SAP, NetSuite or similar.
- Knowledge of donor-funded contracting models, including reimbursable, lump sum, milestone-based and outcome-based contracts.
- Understanding of foreign exchange risk, inflation assumptions and contingency modelling.
- Experience analysing procurement data and competitor intelligence to support bid strategy and commercial decision-making.
- Familiarity with AI-enabled tools for commercial analysis, forecasting and proposal development.

Behavioural competencies

- Excellent written and verbal communication skills, with the ability to convey complex ideas clearly and professionally to diverse audiences.
- Demonstrated ability to build and maintain effective relationships, with strong networking, collaboration and partnership management skills.
- High level of adaptability and resilience, with the ability to respond positively to changing priorities and demanding work environments.
- Proven ability to work under tight timelines, manage multiple and simultaneous bids or priorities, and collaborate effectively across time zones.
- Highly organised, with strong attention to detail and the ability to manage competing priorities without compromising quality.

- Strong interpersonal skills, including emotional intelligence, sound judgement, and a proactive, solutions-focused approach.

Core Capabilities

Palladium's Core Capability Framework outlines the standard of performance and behaviours expected at each level within the organisation. It also provides a benchmark for assessing areas of potential strength as well as the identification of potential skill gaps or areas for development and improvement.

The Capability Framework forms the basis of how we recruit, how we lead and the behaviours we exhibit, how we manage performance excellence and develop our future workforce.

Our capabilities link to a number of other processes, policies and guidelines including:

- Performance management/ performance excellence - setting and maintaining standards and helping employees excel and develop
- Career Pathways including our Career Progression Framework
- Organisational design – identifying any skills gaps, outlining job roles and responsibilities
- Development, growth, learning, and training
- Sustainable business – going beyond compliance to ensure sustainable and ethical considerations are woven throughout everything we do. This aligns equity, diversity and inclusion; safeguarding; and environmental objectives

Equity, Diversity & Inclusion

Palladium is committed to embedding equity, diversity and inclusion across all activities. We promote a diverse and inclusive workforce and ensure all applicants and employees are treated fairly and equally, regardless of background or personal characteristics. We encourage applications from all individuals and provide reasonable adjustments or accommodations where required.

Safeguarding

Palladium maintains a zero-tolerance approach to all forms of harm, including sexual exploitation, abuse, harassment, child abuse, and human trafficking. We are committed to protecting our people, partners, and communities and ensuring safe and respectful environments. All personnel are expected to uphold safeguarding standards, with successful candidates subject to enhanced screening, including safeguarding-focused assessments and due diligence, in line with Palladium's Code of Conduct and safeguarding policies.