

A new opportunity at Zapmap

Are you highly organised and commercially minded with a passion for building strong stakeholder relationships in the EV industry? We are hiring a CPO Commercial manager to grow this vital part of our expanding, purpose-driven business.

The Company & Mission

Zapmap is the UK's leading platform for electric vehicle (EV) drivers, helping over a million users navigate the transition to electric with confidence. We are a Bristol-based, mission-led scale-up at the heart of the green transport revolution, connecting charging demand with supply, and serving four high value audiences: EV drivers, Charge Point Operators, Government & Industry, and Energy.

As the EV market accelerates, Zapmap is embarking on a bold business and digital transformation. Our vision is to evolve from a public charging service to a central data platform that orchestrates charging, taking an active role in directing charging to the best place, at the best time. This will help drivers unlock the full value of their EV, help CPOs drive up profitability, and provide energy companies and grid operators the flexibility they need to balance demand and decarbonise. Alongside this, it will help wider government & industry stakeholders understand and then accelerate the transition to low carbon mobility through our rich insights & advisory services, enabling them to forecast the market transition with confidence.

The Opportunity

Charge Point Operators (CPOs) are key stakeholders for Zapmap and our CPO Commercial Manager is a rewarding and influential role, offering an exciting opportunity to make a positive impact in our EV mobility space.

You will have a strong history of building mutually-beneficial commercial relationships with external organisations. Whilst you will be commercially astute and technologically savvy, you will also have experience in a variety of business functions to enable you to ensure the successful delivery of commitments made to our CPO partners as well as providing ongoing support as their main point of contact.

As Commercial CPO Manager you will own and manage the entire commercial network and relationships with CPOs, MSPs, and Hubs across the UK and Ireland. Reporting to our COO, additional key responsibilities will be:

- Working closely with the B2B product team to define an enhanced value proposition for CPOs including market requirements, commercial proposition modelling and market testing.
- Developing and implementing strategy for charge point payment and data coverage to support ongoing market leadership in UK and international expansion. This includes recommended routes to market and negotiating commercial terms.
- Working closely with the operational onboarding team to ensure strategic and commercial priorities are followed.
- Supporting our sales team in selling CPO propositions and achieving financial targets.
- Tracking market developments with CPOs and disseminating this information in the company.
- Working closely with other internal departments – e.g. Product, Data, Customer Support, Marcomms, Legal – to ensure optimal support for our CPO partners.
- Acting as coach and line manager for our CPO Account Manager, developing and resourcing the team as you grow your area of the business.

Working with us at Zapmap

We are a purpose-driven, friendly team, trusted to deliver. With flexibility to work remotely and from our central Bristol HQ, we value the best of both worlds; connecting in-person with company meet-ups, after work socialising, flexible office spaces and an office gym; we also provide for people to take time for deep work at home, stepping out of the commute a couple of days a week, as and when you need.

Salary and Benefits

Annual Basic Salary (Gross) £60K -£70K (based on skills and experience)

Bonus Scheme (Company/Annual) & Individual Sales Bonus (Quarterly)

(Maximum - 20% of basic salary)

Pension - Company Contribution 5% Employee Contribution 5%

Health Insurance Cash Plan - Westfield Health

Included - Dental treatments, Optometry, Holistic therapies, Health scans

Children also included (dependents up to age 18)

Life Insurance 4 x salary

In addition:

- Holiday entitlement - 25 days plus 8 public holidays
- Volunteering - 1 day allowance per annum

- Career Development - company coaching culture with opportunities for career development and influencing across our sector
- Digital Health App and Employee Assistance Programme - talk therapies, digital gym and fitness classes etc.
- EV Salary Sacrifice Scheme
- Cycle to Work Scheme (cycle storage + shower facilities at work)

Are you ready for this opportunity?

The nature of this role requires certain key skills and attributes as per below:

- Degree level education (or equivalent)
- Extensive experience and knowledge of working in similar commercial roles
- Experience working in the EV industry in the UK and an in-depth understanding and knowledge of the CPO market in the UK
- Direct experience within eMobility, EV charging, or adjacent sectors (eMSP, CPO, roaming platform, OEM, or EV infrastructure)
- Experience in negotiating commercial contracts
- Experience in commercial proposition modelling
- Previous experience of a systems integration project with a third party

Key Attributes

- Goal-driven and tenacious.
- Proactive, positive, can-do attitude.
- A passion for sustainability.
- Self-motivated and demonstrating a team player ethos.
- Excellent interpersonal skills with the ability to understand and communicate with multiple stakeholders.

Standard working hours are 9am to 5.30pm Monday to Friday. Please note this role is hybrid, typically working 3 days in our office and 2 days from home.

As an equal opportunity employer, we do not discriminate on the basis of any protected attribute. Our commitment is to provide equal opportunities, an inclusive work environment, and fairness for all.

To formally apply for this rewarding and exciting role, please send a cover letter together with your up-to-date CV to: jobs@zapmap.com.

(We only accept direct applications for this role. Unsolicited CVs or applications from recruitment agencies and third-party companies will not be considered).