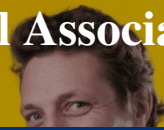




## TCR Group – Commercial Associate (Madrid)



### Commercial Associate

#### The Opportunity

We are seeking a motivated and adaptable **Commercial Associate** to join our dynamic Commercial team. This role involves developing commercial offers and pricing for your assigned region, working closely with local entities and colleagues from various departments at our headquarters. Initially, you will support senior commercial leaders through complex financial analysis and the development of commercial offers and presentations, with the role evolving to include active support in sourcing and closing deals.

#### A snapshot of what you will be doing here:

##### Commercial Analysis and Development:

- Support the Senior Commercial Manager in the analysis of business projects, including financial and economic analysis.
- Prepare commercial offers and business cases, and create supporting documents for Board approval.
- Conduct strategic due diligence and company valuations for M&A projects.
- Develop market intelligence and participate in commercial negotiations.
- Develop pricing strategies on request from local entities, ensuring alignment with internal guidelines.
- Liaise with fleet and operations departments to ensure offers are comprehensive and competitive.
- Support local entities in financial analysis for performance tracking and follow-up.

##### Collaboration and Negotiation:

- Work closely with local commercial teams, joining them in client meetings and negotiations.
- Provide ad-hoc analysis and updates based on customer feedback.
- Travel to support commercial teams in different regions as a business partner.

#### Your week might look like:

- Monday: Finalize a financial cash flow analysis for a start-up at a new airport.
- Tuesday: Travel and spend the day with the commercial team of your assigned country.
- Wednesday: Join the local commercial team in a client meeting.
- Thursday: Update the commercial offer at HQ based on customer feedback and perform ad-hoc analysis.
- Friday: Update a Market Intelligence report for the board.

#### We are looking for an individual who:

- Holds a university degree in Finance, Business Administration, Commercial Engineering, Applied Economics, or a related field.

- Is an excellent communicator with professional humility and curiosity.
- Has relevant experience of minimum 4 years in a highly professional environment (e.g., professional services or blue-chip company).
- Is eager to learn about the technical side of the business; experience in GSE/Aviation is a plus.
- Possesses strong analytical skills and a critical approach.
- Exhibits a result-driven entrepreneurial mindset with strong business acumen.
- Is proficient in English; other major international languages are a plus.
- Handles challenges with a positive and proactive attitude.

We encourage candidates to apply if they see a strong match with the core responsibilities—even if they don't meet *every* requirement. Research shows people from underrepresented groups often hesitate to apply unless they meet *all* criteria. At TCR, we view job profiles as a guide, not a checklist. We're looking for relevance, not perfection.

♥ **We think you will love working with us:**

- You will collaborate with an international team located in Spain & Belgium.
- Our decision-making processes are streamlined, with employees at the core of our success, reflecting our values of integrity, open-mindedness, accountability, and passion.
- We encourage entrepreneurship within our team.
- We have been pioneers in promoting sustainability within the aviation industry since 1999.

**Our company**

At TCR Group, we are committed to revolutionizing the aviation industry by providing integrated solutions for Ground Support Equipment (GSE). Our services include GSE rental, leasing, and maintenance. With headquarters near Brussels and a team of approximately 1700 employees, we operate globally across over 200 airports in America, Europe, Asia Pacific, and the Middle East. Our dedication to excellence makes us a trusted partner for customers worldwide.

**Do you think we could be a match? We look forward to meeting you.**

If you are passionate about commercial development, enjoy conducting detailed financial analysis, and thrive in a collaborative environment, we invite you to apply for this exciting role.

Please note: We kindly request that agencies and recruiters refrain from contacting us regarding this job posting.