

**SKILLS FRAMEWORK FOR WHOLESALE TRADE
SKILLS MAP - HEAD OF COMMODITIES TRADING**

Sector	Wholesale Trade	
Track	Trading and Sales	
Occupation	Trader	
Job Role	Head of Commodities Trading	
Job Role Description	<p>The Head of Commodities Trading assumes overall profit and loss responsibilities of an organisation's commodity trades or in a larger organisation, profit and loss responsibilities of trades for certain commodity portfolios. He/She builds on the organisation's unique trading propositions and competitive advantage to secure new trade partners and expand its trade portfolio. He plans, directs and implements strategic trading plans, including defining key performance measurements and indicators.</p> <p>He is expected to keep abreast of market trends, including disruptive forces, legislative and regulatory changes. His responsibilities also include identifying trade opportunities and product developments, and maintaining and enhancing business relationships with local and regional partners. He possesses strong negotiation and interpersonal skills and is required to identify and pursue strategic business opportunities.</p>	
Critical Work Functions and Key Tasks	Critical Work Functions	Key Tasks
	Engage in buying and/or selling activities	Guide commodity trading strategies to account for various market trends or economic conditions Endorse trades that are beyond the rates or limits stipulated for staff Direct trade negotiation strategies and techniques Direct compliance to trade regulations and guidelines, in consultation with regulatory and risk management team Drive collaboration with operations team to manage physical settlement of commodities Drive collaboration with market analysis team to shape targeted research areas
	Manage commodity portfolios	Drive trade portfolio targets by assuming profit or loss responsibilities for one or multiple commodities Lead identification of portfolio opportunities to identify commodity classes' trading opportunities Drive adherence to organisation's controls to safeguard commodity portfolio positions Evaluate performance of commodity portfolio against strategic objectives Drive collaboration with derivatives trading team to manage risks arising from trades performed via structured trades Evaluate suitability of valuation models and assumptions applied to commodity valuation Synthesise supply and demand factors that affect trade and valuations
	Manage trade relationships	Formulate trade partnering strategies and implementation plans to promote value creation for key trade partners Drive development of relationships with existing and possible trade partners Endorse decisions on future trade renewals, changes or termination based on analysis and evaluation of overall performance of trade partners Guide resolution approaches in accordance with organisational policies and procedures on trade contracts, disputes or performance issues of key trade partners
	Drive collaboration of human resource, technology, finance and continuous improvement initiatives	Lead department's financial budgeting process to acquire funds for department's activities Drive corporate governance measures Manage subordinates' professional and career development Manage department's recruitment and retention efforts

	Lead technology application to improve productivity and innovation			
	Develop revised workplace technology approach for productivity improvement and innovation			
	Direct review and analysis of work outcomes to determine effectiveness of processes and procedures			
	Formulate process solutions to innovate current work processes			
Skills & Competencies	Technical Skills & Competencies		Generic Skills & Competencies	
	Budgeting	Level 5	Global Mindset	Advanced
	Business Negotiation	Level 5	Leadership	Advanced
	Business Performance Management	Level 5	Problem Solving	Advanced
	Business Planning	Level 5	Communication	Advanced
	Business Presentation Delivery	Level 5	Decision Making	Advanced
	Change Management	Level 5		
	Commodities Trading Management	Level 5		
	Conflict Management	Level 5		
	Continuous Improvement Management	Level 5		
	Contract Development and Management	Level 5		
	Customer Relationship Management	Level 5		
	Demand Analysis	Level 5		
	Effectiveness Management	Level 5		
	Enterprise Risk Management	Level 5		
	Innovation Management	Level 5		
	Learning and Development	Level 5		
	Manpower Planning	Level 5		
	Market Research	Level 5		
	Market Risk Management	Level 3		
	Networking	Level 5		
	Organisational Analysis	Level 5		
	Resource Management	Level 5		
	Solutions Design Thinking	Level 5		
Stakeholder Management	Level 5			
Strategy Planning	Level 5			
Systems Thinking Application	Level 5			
Technology Integration	Level 4			
Programme Listing	For a list of Training Programmes available for the Wholesale Trade sector, please visit www.skillsfuture.sg/skills-framework/wholesaletrade			

The information contained in this document serves as a guide.