

Job Description

Title	Business Development Manager
Reporting to	Sales and Estimating Manager – H&S VRS
Salary	
Role	Full Time, Permanent - You may be required to work additional hours & weekends at times
Location	Bilston
Benefits	Pension scheme, SAYE scheme, Cycle to Work scheme, Occupational Health scheme, Private Health Care scheme, Bonus eligibility, Life Assurance, Training, Employee Assistance Programme inc Exclusive Offers - An online portal offering vouchers and discounts & 25-day Annual Leave plus Bank Hols.

Job brief:

We are seeking a dynamic and results-driven **Business Development Manager (BDM)** to lead growth initiatives within the **vehicle restraint systems** sector. The successful candidate will be responsible for identifying new business opportunities, building strategic partnerships, and driving sales across infrastructure, construction, highways, logistics, and industrial sectors.

As Business Development Manager, you will focus on expanding the company's reach, execute sales strategies, ensure high-level customer satisfaction and identify opportunities to diversify. Additionally, you will collaborate with internal teams to deliver tailored solutions, conduct market research, and contribute to strategic planning. Your role includes managing core products, enhancing customer awareness, and ensuring compliance with industry standards.

Purpose of the role:

The purpose of this role is to drive business growth and revenue by identifying new opportunities across the highways and infrastructure markets, managing client relationships, and executing effective sales strategies. The role focuses on expanding the company's market reach, ensuring customer satisfaction, and collaborating with internal teams to deliver tailored solutions. By staying aligned with market trends and customer needs, you will help position the company for sustained success while meeting sales targets and maintaining strong client partnerships.

Key Accountabilities & Responsibilities:

- **Market Development:** Identify and pursue new business opportunities in target markets including highways, warehousing, logistics, and industrial safety.
- **Client Engagement:** Build and maintain strong relationships with contractors, consultants, local authorities, and procurement teams.
- **Sales Strategy:** Develop and execute strategic sales plans to achieve revenue targets and market share growth.
- **Product Knowledge:** Maintain a deep understanding of all Hill & Smith VRS Limited products (e.g., crash barriers, pedestrian protection, warehouse barriers and more) and their applications.
- **Tendering & Proposals:** Lead bid preparation, tender submissions, and commercial negotiations.
- **Collaboration:** Work closely with internal teams (sales, engineering, marketing, operations) to ensure customer requirements are met. Provide consistent representation at industry events.
- **Stakeholder Engagement:** Collaborate with various stakeholders to encourage product awareness, utilisation and identify upcoming industry trends, competitor activities and changing customer's needs.
- **Reporting:** Provide regular sales forecasts, pipeline updates, and market intelligence to senior leadership.

Please also note that where qualifications are required, employment is conditional on the verification of them. Qualifications (must be original documents) will be checked on the first day of appointment.

Employees will be expected to comply with any reasonable request from a line manager to undertake work of a similar level that is not specified in this job description.

Employees are expected to be courteous and provide a welcoming environment to visitors and telephone callers.

The Operating Unit will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

This document outlines the duties required at the time of employment, although it is not a comprehensive or exhaustive list.

This job description is current at the date shown, but in consultation with you, may be changed by the Line Manager to reflect or anticipate changes in the job commensurate with the grade and job title.

This employer undertakes a range of pre-employment checks including right to work qualification, references, etc.

Hill & Smith Infrastructure Ltd are committed to promoting equality, valuing diversity and working inclusively, we uphold the principles in our behaviour and working practices - we are committed to providing equality of opportunity in all areas as an employer, whether in recruitment and selection, promotion or training and development. As we grow, we understand that we must have the most talented employees with diverse backgrounds, cultures, perspectives and experiences to support our innovation and creativity.

Name:

Signature:

Date: