



SALES & ESTIMATING MANAGER VACANCY

Salary:	Dependent on experience	Start Date:	TBC
Contract Type & Hours p/w:	Full-time, permanent – 37.5 hours p/w	Division:	Hill & Smith VRS Ltd

A career opportunity has arisen within Hill & Smith VRS Ltd.'s Bilston site, for a Sales & Estimating Manager. This will be a permanent as part of the Sales Team.

Hill & Smith VRS (HSV) Ltd forms part of Hill & Smith PLC's group of companies. HSV Ltd is made up of two OpCos: Hill & Smith Barrier and Varley & Gulliver Parapets, bringing together two leading vehicle restraint system (VRS) manufacturers and suppliers.

Working together to deliver projects in the UK and worldwide, our four businesses are well-known for exceptional services, quality and expertise, and are committed to protecting people and property.

Hill & Smith PLC is an international group with leading positions in the design, manufacture and supply of infrastructure products and galvanizing services to global markets. Headquartered in the UK, Hill & Smith PLC is a FTSE 250 listed company, with revenues of more than £750m and a market capitalisation of £1.1bn.

Hill & Smith PLC creates sustainable infrastructure and safe transport through innovation. The Group employs c.4,500 people worldwide with the majority employed by its autonomous, agile, customer focussed operating businesses based in the UK, USA, Australia, and India.

The Group office is in the UK and Hill & Smith PLC is quoted on the London Stock Exchange (LSE: HILS.L). Its operating businesses are organised into three main business divisions:

Galvanizing Services: increasing the sustainability and maintenance free life of steel products including structural steel work, lighting, bridges, and other products for industrial and infrastructure markets.

Engineered Solutions: supplying engineered steel and composite solutions with low embodied energy for a wide range of infrastructure markets including power generation and distribution, marine, rail and housing. The division also supplies engineered pipe supports for the water, power and liquid natural gas markets and seismic protection solutions.

Roads & Security: supplying products and services to support road and highway infrastructure including temporary and permanent road safety barriers, Intelligent Traffic Solutions, street lighting columns and bridge parapets. In addition, the division includes two businesses which are market leaders in the provision of off-grid solar lighting and power solutions. The security portfolio includes hostile vehicle mitigation solutions, high security fencing and automated gate solutions.

The Company Location

Hill & Smith VRS Ltd, Springvale Business & Ind. Park, Springvale Avenue, Bilston, West Midlands WV14 0QL.
The role is office based with some requirement to travel to other sites from time to time.

Jobs Requirements:

The successful applicant will be trained on the job, but we will expect applicants to have a good standard of education, skills and previous relevant experience of office work. It would also be advantageous to have a background working within an operations/infrastructure industry.

We offer a comprehensive induction programme and unrivalled support and career development opportunities to ensure you achieve your career ambitions and aspirations. Employees have access to a wide range of benefits through our reward scheme, including Vitality Healthcare, company share save scheme, a generous annual leave allocation and tailored training initiatives.

We are looking for someone with:

- *Proven experience in a sales and/or estimating role, ideally within the highways industry.*
- *Strong commercial acumen and negotiation skills.*
- *Excellent communication and interpersonal abilities.*
- *Proficiency in ERP systems.*
- *Ability to interpret technical drawings and specifications.*
- *Leadership experience with a track record of team development.*

All applicants will be asked to prove that they have the right to work in the UK and provide two satisfactory references.

If you would like to apply for this opportunity, please send an up-to-date CV to: recruitment@hill-smith.co.uk by **26/09/2025**.
Feel free to contact our HR team if you have any questions about the position or the process.

Hill & Smith VRS 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.

Title	Sales & Estimating Manager
Reporting to	Managing Director
Salary	Dependent on experience
Role	Full Time, Permanent 37.5 hrs p/w - 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 commercially astute Sales and Estimating Manager to lead our sales and estimating functions. This role is pivotal in driving revenue growth, securing profitable projects, and ensuring accurate and competitive pricing strategies. You will manage client relationships, oversee the preparation of estimates and tenders, and collaborate closely with operations and finance to ensure alignment with business objectives.

Key Accountabilities & Responsibilities:

Key Responsibilities:

Sales Management

- *Develop and execute strategic sales plans to achieve company targets.*
- *Identify new business opportunities and nurture client relationships.*
- *Lead the estimating team, providing guidance, motivation, and performance management.*
- *Monitor market trends and competitor activity to inform strategy.*

Estimating

- *Oversee the preparation of accurate and timely estimates and quotations.*
- *Review tender documents, specifications, and drawings to assess project requirements.*
- *Work with the Commercial Manager in liaising with subcontractors to obtain competitive pricing.*
- *Ensure estimates reflect current market rates and company capabilities.*

Leadership & Collaboration

- *Work cross-functionally with operations, technical, finance, and project delivery teams.*
- *Support the Managing Director in strategic planning and forecasting.*
- *Ensure compliance with company policies and industry standards.*

Key Skills & Experience:

- *Proven experience in a sales and/or estimating role, ideally within the highways industry.*
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- *Leadership experience with a track record of team development.*