



BUSINESS DEVELOPMENT MANAGER VACANCY

Salary:	Dependent on experience	Start Date:	TBC
Contract Type & Hours p/w:	37.5 hours per week	Division:	Hill & Smith VRS

A career opportunity has arisen within Hill & Smith VRS Ltd, for a Business Development Manager. This would be a permanent position as part of the Sales Team.

Hill & Smith VRS (HSV) Ltd forms part of Hill & Smith PLC's group of companies and is included in the Roads & Security business division. The company is a leading provider of Vehicle Restraint Systems (VRS) and Hostile Vehicle Mitigation (HVM) solutions. It combines the strength and expertise of four well known UK road safety companies, all sharing a commitment to protecting people and infrastructure; solutions include temporary and permanent road safety barriers and vehicle restraint systems, security and delineation solutions.

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 (LSE: HILS.L), 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.4,000 people worldwide with the majority employed by its autonomous, agile, customer focussed operating businesses based in the UK, USA, Australia, and India.

Its operating businesses are organised into three main business divisions:

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, Springvale Industrial

The role is office based with some requirement to travel to other sites from time to time.

Jobs Requirements:

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.

The successful applicant will be trained on the job, but we will expect applicants to have a good standard of education, skills and previous experience of office work. It would also be advantageous for 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 Private Medical scheme, company share save scheme, a generous annual leave allocation and tailored training initiatives.

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.

We are looking for someone with:

- Excellent interpersonal and communication skills (verbal and written)
- Sound administrative ability with attention to detail
- Computer literacy and experience of Microsoft applications
- Ability to work under pressure and meet tight deadlines but always with a concern for quality
- The ability to prioritise work whilst working independently and as part of a team
- The sensitivity to appreciate when confidentiality and discretion are required

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

All applicants will be asked to prove that they have the right to work in the UK and provide two satisfactory references. Click here [insert link to job ad] for a full job description.

If you would like to apply for this opportunity, please send an up-to-date CV to: recruitment@hill-smith.co.uk.

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.