



SOLUTIONS MANAGER VACANCY

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

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

Hill & Smith Infrastructure (HSI) 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 Infrastructure, Palmer Drive, Stapleford,
The role is office based with some requirement to travel to other sites from time to time.

Jobs Requirements:

We are seeking an experienced and results-driven Solutions Manager to lead technical sales of our vehicle restraint barriers and road safety products. In this role, you will drive revenue growth, foster client relationships, and deliver innovative solutions tailored to the highways, construction and infrastructure sectors.

As the Solutions Manager, you will identify new business opportunities, build new relationships, influence designers, manage existing accounts, and ensure customer satisfaction while maximising profitability. Your expertise in the road safety industry, combined with technical sales ability and strong leadership with strategic thinking, will be instrumental in achieving our business objectives.

If you have a proven track record in sales, technical ability, excellent negotiation skills, and a passion for driving impactful projects, we'd love to hear from you.

In this role, you will oversee and drive an increase in sales of our temporary barrier product portfolio in the UK and lead development of export opportunities for our Brifen wire rope barrier. This role is responsible for developing and executing strategic sales plans, managing client relationships, and ensuring the achievement of revenue and profitability targets. The ideal candidate will have expertise in the construction, infrastructure, or road safety industries, with capability to increase customer acquisition and strengthen the company's position as a trusted supplier.

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.

Key Responsibilities:

Sales Strategy and Execution:

- Develop and implement strategic sales plans to create a robust sales pipeline to meet or exceed revenue targets.
- Identify and target new business opportunities while maintaining and growing existing client relationships.
- Monitor market trends, competitors, and customer needs to adapt strategies effectively.

Client Relationship Management:

- Build and maintain strong, long-lasting relationships with clients, contractors, and stakeholders in the infrastructure and construction sectors.
- Conduct client meetings, presentations, and site visits to understand their requirements and propose appropriate solutions.
- Provide exceptional customer service to ensure client satisfaction and loyalty.

Team Leadership and Collaboration:

- Collaborate with internal teams, including operations and technical support, to ensure seamless service delivery.
- Contribute to forecasting and strategic planning.

Product and Industry Knowledge:

- Maintain an in-depth understanding of road restraint barrier products, including their applications, benefits, and compliance requirements.
- Advise clients on appropriate solutions based on technical specifications and project needs.
- Engage with designers to influence design at earliest possible project stage.

Financial Management:

- Negotiate contracts, pricing, and terms to maximise profitability while meeting client expectations.
- Prepare accurate sales forecasts, budgets, and reports for senior management.
- Ensure all sales activities comply with company policies and relevant industry regulations.
- Maintain accurate and up-to-date records in the CRM system.

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

Detailed below are the types of qualifications, experience, skills, and knowledge which are required.

The Essential column shows the minimum essential requirements for the post.

The Desirable column shows additional attributes which would enable the applicant to perform the role more effectively with little or no training. They are not essential but may be used to distinguish between applicants.

The Category column indicates the method of assessment:

V = CV

I = Interview

C = Certificate

T = Test

R = Reference

	<i>Essential</i>	<i>Desirable</i>	<i>Category</i>
Qualifications			
<i>HND or Degree in business</i>		Yes	
<i>Civil Engineering qualification</i>		Yes	
Experience			
<i>Technical business development</i>	Yes		
<i>Commercial acumen</i>		Yes	
Knowledge			
<i>Understanding of VRS</i>		Yes	
<i>Understanding of the highway infrastructure market</i>		Yes	
Skills			
<i>Ability to read and understand CAD drawing layouts</i>	Yes		
<i>Create and deliver Power Point presentations</i>		Yes	
<i>Understanding of CRM systems</i>		Yes	
<i>Strong communication</i>	Yes		
<i>Ability to articulate customer propositions</i>	Yes		
Additional Attributes			
<i>Driving Licence</i>	Yes		
<i>Willing to travel</i>	Yes		

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 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.

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 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.