JOB SPECIFICIATION

Business Development Manager - Europe

Grayson Thermal Systems, a 40 year old, successful family business based in Birmingham, England, offer a wide range of thermal management products the bus & coach, military, rail, mining and other specialist vehicle industries.

The growing product range includes engine cooling systems, battery thermal management systems and alternative powertrain cooling systems (hybrid, hydrogen fuel cell) HVAC (heating, ventilation and air conditioning systems and all associated components e.g. electric water pumps, fluid / reservoir tanks and silicone hose kits.

Grayson are a market leader for innovative thermal management systems, supplying product globally to a range of markets. Grayson provide the complete package from feasibility studies, 3D design, prototype build and test and series production supply. UK manufacturing plants are used to support the Franklin facility which is used for final product assembly.

**The Role**

A management role within the organisation which is business critical to build upon existing relationships and future growth within the European market, focussed within Germany, France and the Benelux region.

You will be responsible for account management of existing OEM customers with a combined annual spend of >£2,500,000, along with building a business development pipeline across the territory to achieve growth and surpass annual sales targets.

The role also requires a strategist to work with the Group Sales Manager to contribute new business opportunities within the defined territory, in-line with the short, medium and long term objectives set-out within the business plan.

A technical knowledge of the product range will also be required to get a full understanding of the client’s technical needs for the developing electric and alternative powertrain markets and offer basic application support to Engineering departments at all major clients. Support from specialist product based Applications Engineers within the Grayson Engineering Division will be provided where and when required.

**Key Business Objectives & Accountabilities:**

1. Achieve budgeted sales across Germany, France and the Benelux within the allocated market sectors.
2. Create and develop a strategy for future business development across Germany, France and the Benelux.
3. Identify new business opportunities and then co-ordinate a clear development program.
4. To have a detailed understanding of the existing product range, new product developments, operational processes and the corporate environment which we operate within.
5. To build a technical knowledge of the product range and develop a capability to hold technical discussions with NPD Managers / Product Development Engineers at key customers to obtain a detailed understanding of their needs and how the Grayson product range can meet the requirements.
6. To gather and obtain market requirements and contribute towards the company product development strategy.
7. Viewed by key customers as a capable, credible manager and representative of the company, who they can trust to deliver on new projects / products whilst offering solid account management.
8. To be perceived as representing a company offering products that can be relied upon to deliver service, quality, technical safety and innovation.
9. To work closely with the Operational teams in Birmingham to seek out opportunities and solutions to improve efficiency and profitability.
10. Follow all business operating processes and procedures to introduce new customer projects to the business.

**Personal Specification:**

* + The candidate must understand the changing economic landscape and the fundamentals of business management within the manufacturing sector.
	+ Financially and commercially astute with a minimum of 3 years’ experience within sales management / business development role. Previous experience from the automotive sector would be beneficial.
	+ Creative and quick-learner to work in a fast paced environment, yet with strong attention to detail.
	+ Proven track record of dynamic customer account management skills, identifying the different requirements for an OEM, Product Dealer and Vehicle Operator.
	+ Excellent communicator capable of establishing solid, professional relationships.
	+ Strong team player who recognises the importance of all functions in the business.
	+ Innovative thinker, able to generate new ideas and translate into tangible results.
	+ Excellent time management and organisational skills, pro-active and able to prioritise your workload.
	+ It would be beneficial if the candidate had an understanding of basic vehicle mechanics, engineering principles or thermal dynamics.

## Working Pattern:

* The role would be based at our HQ in Tyseley, Birmingham. However, remote working would be considered for the right candidate.
* Extensive and frequent travel to the specified territory will be required. It is expected that upto 2 out of 4 weeks would be away from home in the specified territory visiting existing and new potential customers.
* Early starts and late finishes will be necessary to meet the demands of scheduled travel.
* Your work plan and travel schedule will be at your own discretion to maximise sales time and meet both customer / company goals.
* All travel must be prior authorised before booked, with costs kept to a sensible budget. A company credit card will be issued meaning expenses for travel will not need to be reimbursed to a personal account.

**Qualifications:**

It would be required to be educated to degree level or equivalent with a good understanding of commercial and business management.

Full UK citizenship is preferable, but not essential. A clean driving licence is also required.

**Working hours:**

* Standard office operating hours are 0800-1700 Mon-Thu / 1500 Fri / other hours as required:
* Any reasonable hours to ensure targets are met.
* Flexibility will be required especially when travelling and entertaining customers, early starts and late finished will be needed due to travel.

**Reporting to:** EuropeanSales Manager

**Salary and benefits:**

Salary range £35,000 - £40,000 plus car allowance and sales bonus / OTE

Other business benefits included; e.g. NEST Pension scheme and Perkbox

25 days annual leave plus statutory bank holidays

|  |  |
| --- | --- |
| **Issued to** | **Issued by** |
| **Print name** | **Print name** |
| **Signature** | **Signature** |
| **Date** | **Date** |
| Please note this job description is an outline of duties and responsibilities reflecting the needs of the business at the time of issue and may be subject to change at any time. |