Tobermore



Together, we are a team

House Builder Sales Executive

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Tobermore



Trust Tobermore

75 Years
& counting

Background

Tobermore is a European Quality Award winning company. We are a UK based paving and walling manufacturer specialising in the supply of world class landscaping materials including block paving, paving flags, kerbs, edging and walling products for both the domestic and commercial markets throughout the UK and Ireland.



Our customer service

Our approach to customers provides reassurance and confidence that we listen to their needs, which makes us the supplier of choice. Tobermore seek to build lasting relationships with our customers by surpassing their expectations in quality and service. We believe in conducting our business in a manner, which achieves sustainable growth whilst maintaining a high degree of integrity, trust, honesty and teamwork.

Our products

We provide our customers with a market leading choice of products to suit all project requirements. Our product quality throughout the years continually meets and surpasses customer expectations. Tobermore has received many other accolades to further support the company ethos of excellent customer service whilst providing high quality products. Tobermore is also an accredited ISO14001 and ISO9001 company.

Our business processes

We make it easy for customers to do business with us. We have put the correct processes in place so customers find it easy to deal with us and get the products and information they require faster than our competitors.

Our people

Our people are the backbone to our company. They understand the importance of customer relationships. People buy from people. Our success is a testament to how customers appreciate our staff that have been trained and developed to deal professionally with all customer requirements.

A Message from
the Managing Director



Dear Applicant,

Thank you for your interest in the House Builder Sales Executive role with Tobermore.

This recruitment presents a unique opportunity to be part of the continuing success and the ongoing growth and development of Tobermore. We have always tried to set ourselves apart in the marketplace with our world-class product quality, our innovative manufacturing processes and our first class customer service. Our success has been widely recognised across the UK. We are ranked as a Sunday Times 'One to Watch' organisation and also as a Sunday Times UK wide BDO Profit Track 100 Company. As a world class sales organisation, the creation of this additional senior sales management post will represent an excellent opportunity for further progression for the successful candidates.

Working closely with the Commercial, Specification, Pricing and Business Development Teams, the House Builder Sales Executive will drive sales, revenue, performance, and business growth via house builders. You will be responsible for developing and maximising new business with high profile customer accounts and pitching our world class, market leading products to key decision makers.

In return, you will not only be offered a market leading salary and benefits package, you will have the opportunity to be part of an established and market leading brand that sets the standard within its field.

I look forward to your application.

Yours Sincerely

David Henderson, Managing Director



House Builder Sales Executive

Job Summary

Promote all Tobermore products and services to our targeted customer groups to gain Tobermore Specifications whilst also helping to secure orders. Providing support to the specification executives to ensure we turn our specifications into orders.

Key Responsibilities

The following list constitutes the key tasks and duties of your post upon which your job performance will be assessed. Tasks are not in any particular order; therefore the sequence which they appear should not be interpreted as indicating priority or relative importance.

Duties will include:

- Secure specifications and orders for Tobermore products at agreed prices via Tobermore head office.
- Hold confirmed project specific meetings with the following customer types:
  - House Builders (both regional and national based in your designated area of work and as agreed via sales review meetings).
    - Ground workers – activity with ground workers will be required as they are the people who install our products for the house builder. This can and should be co-ordinated with the Commercial Sales Manager for the region.
    - Builder's merchants – as ground workers will have accounts with merchants, some meetings with this customer group may occur in order to secure the orders. This can and should be co-ordinated with the Commercial Sales Manager for the region.
- Manage project opportunities that have been created and ensure we have all the correct information so that we can secure the orders and achieve the targets set.
- Develop new and relevant opportunities to ensure our pipeline of projects is at a level that will ensure we achieve your individual and regional objectives.
- Follow up on all project opportunities and customer requirements within the timeframes required.
- Attend sales review meetings to discuss performance against objectives set.
- Attend regional sales team meetings to support the team objectives and play an active role in these meetings.
- Work with the regional sales team and head office staff who provides support to you in this role.
- Actively work on your target list of customers and ensure we are meeting those that can provide us with the most specifications and orders.
- Develop strong customer relationships to enable you to gain repeat orders.
- Use our added value services such as the design services to help gain more specifications and orders.
- Actively plan your diary in accordance to company procedures.
- Use hospitality as per company procedure to build and maintain relationships.
- Attend appropriate networking events to build your contact database and enable you to follow up and secure one to one meetings.
- Record all customers' interactions and notes as per company procedure.
- Learn all the products and services that Tobermore can provide.
- Maintain CRM system as per procedures.
- Use LinkedIn to identify customers and increase Tobermore brand awareness.
- Communicate professionally at all times with customers.
- All of this will be focused on the region and customers that have been allocated and agreed with you via the sales review process.
- Any other duties as required.

This job description is not exhaustive and serves only to highlight the main requirement of the post holder. The job description will be reviewed regularly and may be subject to change.

Requirements

	Essential	Desirable
Qualifications	▪ 5 GCSE's including English & Maths A – C	▪ A Levels / Degree – Business Related ▪ Professional Sales Qualification
Experience	▪ 6+ months of customer service experience ▪ Existing contacts in both Regional and National Housebuilders in the area of the role	▪ Face- to face selling ▪ Presenting Experience
Knowledge, Skills and Competencies	▪ Excellent presenting skills ▪ Punctual ▪ Self-motivated ▪ Team Player ▪ Enthusiastic ▪ Hard Working ▪ High Social Skills ▪ Relationship Builder ▪ Independent thinker ▪ Excellent Communication Skills ▪ Confidence to work independently or as a team ▪ Very well organised ▪ Ambitious ▪ Adaptable to change ▪ Rejection Handling ▪ Engaging ▪ Strategic Thinker ▪ Positive Outlook ▪ Persistent ▪ Well Presented	▪ Construction Industry knowledge ▪ Regional awareness ▪ Tele marketing ▪ CRM experience
Physical Circumstances	▪ Full and clean driving licence ▪ Living location close to area that they will be covering	

Training

A comprehensive 6 week Training Program will be provided, covering all aspects of our business, including:

- **Business Strategy**
- **Sales Strategy**
- **Internal Systems and Processes**
- **Telephone Etiquette**
- **Communication Skills**
- **Customer Service**
- **Working with other Tobermore Teams**
- **Organisation and Planning**
- **Time Management**
- **Dynamics & Power BI Training**
- **Technical Product Training**
- **Sales Development Skills**
- **Understanding the Construction Industry**
- **Social Media**

Benefits of working for Tobermore

Remuneration
The salary for this role is negotiable depending on experience.

Bonus
A bonus scheme is included in the remuneration package for this post.

Pension
You will be eligible to join the organisation's contributory pension scheme

Annual leave
Your annual leave entitlement will be 30 days.
Annual leave entitlement increases with service.

Holiday Purchase Scheme
We have a holiday purchase scheme available for all employees.

Company Car Allowance
Company Car Allowance is provided for this role.
Should you wish to avail from the use of a Company Car, we can provide use of a pool car for the duration of your probationary period, after which time you would then join our Company Car Allowance scheme.

Company Credit Card Scheme
A company credit card is provided.

Internet Allowance
A monthly internet allowance of £30 is provided.

Technology Package
An iPad, mobile & laptop are provided.

Additional benefits
Being part of an Award Winning Company – 'One to Watch' for Successful Workplace Engagement, won the European Foundation for Quality Management (EFQM) Business Excellence Award.

BHSF Connect Well-being Employee App – 24/7 Employee Support

Payroll Giving Employer.

Long term career prospects within a growing and financially stable family business.

First class working environment, newly refurbished and enhanced headquarters building.

Complimentary Employee Events.

Length of Service Awards.

Structured induction and probation period.
Participation in charity fundraising events.

Very strong emphasis on training (internal and external), mentoring and development.

Excellent workplace culture and team approach.






House Builder Sales Executive Schemes

The House Builder Sales Executive will focus on schemes which include:
- Driveways
- Patios
- Facing Bricks
- Retaining Walls
- Roadways









Well-Known Schemes

See more online at: www.tobermore.co.uk/projects



British Airways i360, Brighton



Sir Chris Hoy Velodrome, Glasgow



Olympic Way, Wembley Arena, London



Bet365 HQ, Stoke-on-Trent, Staffordshire



Heathrow Terminal 2, London



University of Hertfordshire, Hertfordshire

Tobermore

The Team















Tobermore

Tobermore
2 Lisnamuck Road, Tobermore
County L'derry, BT45 5QF

T: 0844 800 5736

www.**tobermore**.co.uk