

Business Development Manager

Electrical | Building Works | Facilities Management (Public Sector / Frameworks)

Hybrid: | Full-time | Travel required

Salary: Base Salary £35,000 – £50,000 (depending on experience) + **OTE** (£48,900 – £63,900)

We're hiring a **Business Development Manager** to drive growth across our **Electrical, Building Works and FM** services, with a strong focus on **UK public sector frameworks, call-offs and tenders**.

This is a senior commercial role for someone who can win the *right* work — profitable, deliverable, and repeatable.

Key Responsibilities

- Develop and convert a qualified pipeline of new opportunities
- Build client relationships and grow repeat business
- Lead framework call-offs / mini-competitions and tender opportunities
- Support bid/no-bid decisions and protect margin
- Maintain CRM/pipeline reporting with weekly updates
- Ensure clean handover of won work into Operations

Commission & OTE

Commission is structured to reward **profitable performance**, not just turnover:

- **0.75% commission on qualifying revenue**
- **2% GP kicker** on delivered gross profit
- Margin performance is expected to sit within **32–35% gross margin** (target band)

What We're Looking For

- **3+ years' experience** in a similar BDM / senior sales role, with a **positive track record**
- Experience working within an **SME environment** (comfortable being hands-on and adaptable)
- Strong understanding of **frameworks, public sector procurement and tendering**
- Commercially confident (pricing, margin, risk)
- **Self-motivated, driven, and able to work independently** while collaborating with a wider team
- Full UK driving licence

Apply

Send your CV to kylha@calconprojectslimited.com with a short summary of your sector and framework experience.