



BUSINESS DEVELOPMENT MANAGER

Location: South & West Yorkshire – Field Based

Department: Commercial / Sales

Reports to: Head of Sales

Employment: Full-time (Mon-Fri, 9.00-17.00)

ABOUT KCM WASTE MANAGEMENT

KCM Waste Management is an established, family-run waste management company providing comprehensive waste, recycling and environmental services to commercial and domestic customers across the UK. With our own operational sites and fleet in Yorkshire alongside our nationwide service capabilities, we provide a one-stop solution for waste management, from skip hire and trade waste collections to recycling and specialist waste services.

ABOUT THE ROLE

We're looking for a driven and commercially focused Business Development Manager to grow KCM's Commercial Waste & Recycling services across South and West Yorkshire. This is a field-based role with responsibility for developing new business opportunities, building strong customer relationships and managing the full sales cycle from initial prospecting through to contract completion and customer onboarding. You'll act as the main point of contact for your opportunities, understanding each customer's requirements, developing the right waste solution, pricing and negotiating proposals and working closely with our internal teams to ensure a smooth transition into service.

KEY RESPONSIBILITIES

- Develop new business opportunities across your territory
- Build and maintain a strong pipeline of prospective customers
- Manage the full sales cycle from prospecting to contract completion
- Understand customer requirements and develop tailored waste solutions
- Prepare, price and negotiate commercial proposals
- Build strong relationships through regular face-to-face meetings
- Take a hands-on approach to customer onboarding
- Maintain accurate customer and opportunity information within the CRM
- Work closely with KCM's operational and customer service teams
- Monitor market trends and competitor activity within your territory
- Provide accurate sales forecasts and updates to the Head of Sales
- Work towards and achieve agreed sales targets

WHAT WE'RE LOOKING FOR

We're looking for a confident and motivated salesperson who enjoys developing new relationships, identifying commercial opportunities and taking ownership of the complete sales process. The successful candidate will have:

- A minimum of 3 years' experience in a sales-based role
- Experience within field sales or business development
- Experience managing the full sales cycle
- Strong consultative selling and negotiation skills
- Confidence developing relationships with key decision-makers
- Excellent communication and presentation skills
- Strong organisation and pipeline management skills
- Confidence using CRM systems, spreadsheets and digital sales tools
- A proactive, target-driven and results-focused approach

ESSENTIAL REQUIREMENTS

- Minimum 3 years' experience in a sales-based role
- Full UK driving licence
- Ability to travel throughout South & West Yorkshire and surrounding areas
- Reside within approximately 45 minutes' commute of KCM's Rotherham Head Office

DESIRABLE EXPERIENCE

Previous sales or business development experience within the waste management, recycling or environmental services industry would be advantageous. Experience in account management, working with key stakeholders, developing customer strategies or tendering for multi-site opportunities would also be beneficial.

WHAT WE OFFER

- Competitive salary dependent on experience
- Company Bonus Scheme
- Company Car
- Company Pension Scheme
- 22 days annual leave, increasing to 25 days in line with length of service
- Bank Holidays in addition to annual leave

THE PERSON

You'll be confident working independently in the field while remaining closely connected to the wider KCM team. You'll be comfortable approaching new businesses, asking the right questions and turning opportunities into long-term customer relationships. We're looking for someone who takes ownership of their territory, is commercially minded and genuinely enjoys connecting with people.

JOIN TEAM KCM

You'll be joining an established family-run business with a proud history in the waste management industry and an ambitious team delivering waste and recycling solutions to customers across the UK.

Ready for your next opportunity?

APPLY TODAY

Email your CV to:
careers@kcmwaste.com

Please include "Business Development Manager" in the subject line of your email.

Or visit:
www.kcmwaste.com/careers/