

Scotland/NI Business Development Manager



Department:	Commercial
Location:	Scotland (Remote)
Hours:	Mon-Fri 9-5
Start:	ASAP
Reporting to:	Head of Commercial
Salary:	£40,000 + Car Allowance + Bonus

About the Role

Elmhurst Energy is the UK's largest independent provider of energy assessment, retrofit, and property professional training, software, and accreditation services. We support thousands of professionals and organisations across the built environment, helping them remain compliant, develop their businesses, and deliver high standards.

This home-based business development role covers Scotland and Northern Ireland and combines key account management with new business development. You'll build strong relationships with existing customers, identify opportunities for growth, and win new business to expand Elmhurst's presence across the region. The role involves regular travel and monthly visits to our Head Office in Lutterworth.

What can I expect to do in the role?

As our Scotland & Northern Ireland Business Development Manager (BDM), you will play a key role in driving Elmhurst's continued growth and commercial success across the region. This is a varied role that combines strategic key account management with proactive new business development.

You will be responsible for strengthening relationships with existing clients, identifying opportunities to expand our product and service portfolio, increase market share, and maximise revenue. Alongside this, you will actively identify, engage, and win new customers, helping to grow Elmhurst's presence and influence across Scotland and Northern Ireland.

As a strong advocate for the Elmhurst brand, you will work closely with customers and industry stakeholders to promote our expertise and solutions, supporting our vision of being the leading independent provider of building energy rating expertise.

Key Responsibilities

- Contribute to the development and delivery of Elmhurst's commercial strategy across Scotland and Northern Ireland, identifying opportunities for sustainable growth.
- Build and manage a prioritised pipeline of new business opportunities, engaging key stakeholders and decision-makers and leading opportunities through proposal, negotiation and close.
- Manage and grow key accounts by developing strong, long-term relationships, identifying customer needs and creating opportunities for retention, cross-selling and wider partnership.
- Maintain effective relationships with the Scottish Government and relevant public-sector and industry bodies, keeping Elmhurst informed of emerging policy, regulation and market developments.
- Work with Marketing and internal teams to strengthen Elmhurst's profile, promote its services and support the launch of new commercial initiatives.
- Support the development and growth of Elmhurst's annual Scotland and Northern Ireland Conferences, including delegate, speaker, sponsor and exhibitor engagement.
- Undertake regular client and stakeholder visits across Scotland and, where required, Northern Ireland to build strong relationships, support existing customers, identify growth opportunities, and secure new business
- Monitor market trends, competitor activity and customer requirements, providing clear commercial insight and reporting to the Head of Commercial and wider management team.
- Represent Elmhurst at relevant conferences, exhibitions, networking events and stakeholder meetings.

About you

People are what make Elmhurst great. It is the drive and commitment of our people that creates our success, which is why we focus on recruiting and developing the best talent. We are seeking an individual who possesses a strong 'Can-Do' attitude, willing to go the extra mile to provide a positive customer experience.

Our Ideal candidate will have:

- Strong commercial acumen and financial literacy, with evidence of increasing revenue through lead generation and business development.
- Experience of developing and maintaining relationships that create new business opportunities and support the growth of key accounts.
- A technical understanding of the built environment, construction, energy efficiency and/or environmental issues.
- The motivation and discipline to work towards and deliver agreed targets and KPIs.
- The confidence to engage professionally with prospective clients, existing customers, government representatives and other stakeholders at all levels.
- The ability to identify key stakeholders and decision-makers within target organisations and develop persuasive business cases.
- The confidence to operate and act an ambassador for Elmhurst and champion its business, services and brand in the external marketplace.
- Strong verbal and written communication skills, including the ability to prepare and deliver effective presentations.
- Confidence using IT systems as an essential part of day-to-day business activity.
- A full UK driving licence and the flexibility to travel regularly throughout Scotland and Northern Ireland, as well as to Elmhurst's Lutterworth Head Office.

Preferred (but not essential) skills and qualifications:

- Membership of a relevant professional body, such as CABE, RICS or RIBA.
- Previous experience in Energy/EPC Assessment or Retrofit

Application process

- Our preferred application route is through our careers page on our website:
<https://www.elmhurstenergy.co.uk/careers/>
- Alternatively you can send your CV with introduction to hr@elmhurstenergy.co.uk

First Stage

A short telephone interview with the Head of Commercial.

Second Stage

A face-to-face interview in Scotland for selected candidates.

Third Stage

Final-stage candidates will be invited to deliver a presentation to members of Elmhurst's Executive Team.

Benefits

As well as being part of a great team, here are some of the other great benefits of being a part of the Elmhurst team.



Competitive Salary

Opportunities for growth in pay and company bonus



Health & Wellbeing

Private medical cover and BUPA cash plan available



Development Opportunities

We invest in training to help our people develop and grow



Flexible Working

We have adapted to hybrid working (dependant upon role)



Holiday Purchase

Opportunity to purchase holidays in addition to our 25 days



Social Events

Our social committee arranges regular team activities