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| Job title | Business Development Manager (Manage & Maintain) – Data Centres | DateMarch 2025 |
| Reports to (title) | Director of Data Centres |  |
| Contract/Department | Data Centres | Revision DW 14-4-25 |
| Location | National |  |

About EMCOR UK – Why Join Us

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| At EMCOR UK, we’re redefining what it means to manage and maintain the built environment. With a proud engineering heritage and a strong track record in innovation, we deliver intelligent, technology-led facilities management solutions tailored to our customers’ needs. Whether it’s the big picture or day-to-day operations, we work in close partnership with our clients to deliver consistently exceptional outcomes.Our purpose is simple but powerful: to create a better world at work. Powered by our unique insight platform, One Data World, we use data-driven intelligence to make informed decisions that adapt to the ever-evolving requirements of our customers. This enables us to deliver smarter, more efficient workplaces—optimising asset performance, reducing environmental impact, and ensuring full compliance, safety, and assurance at every step.But what truly sets us apart is our people.We believe our employees are our greatest asset. That’s why we invest in industry-leading approaches to wellbeing, employee engagement, and inclusion—ensuring every member of our team feels valued, supported, and empowered to thrive. Our culture of care and continuous improvement is reflected in the outstanding service we deliver for our customers. Because when we look after our people, they look after everything else. |

**Job purpose**

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| EMCOR UK is accelerating its growth in the data centre sector, and we're looking for a dynamic, results-driven Business Development Manager to help shape our future. With a strong sales mindset, strategic thinking, and solid market knowledge, you'll drive expansion across enterprise, colocation, and telecoms markets.In this key role, you'll work alongside the Director of Data Centres and our Customer Solutions Group to identify and convert new business opportunities, build long-term partnerships, and grow our client base. Your primary focus will be on promoting our “Manage and Maintain” services while leveraging our full design-build-manage-maintain offering to deliver tailored, high-impact solutions.This is a fantastic opportunity for someone who thrives in a fast-moving, technical environment and wants to play a pivotal role in helping customers transform their operations. Your ability to build trust, influence decisions, and deliver value will be central to our continued success in a rapidly evolving industry. |

Duties/responsibilities/accountabilities/deliverables

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| **Business Growth & Sales Strategy*** Develop and execute a business development strategy to drive market growth in enterprise, colocation and telco data center markets
* Identify and pursue new business opportunities with enterprise, colocation and telco clients, and other key operators and stakeholders
* Establish and maintain a credible and accurate sales pipeline, consistent with annual targets to delivering predictable growth.
* Collaborate with EUK marketing and sales teams to develop campaigns and lead generation strategies
* Understand customers’ needs, provide sound information and expert advice on the services that EMCOR UK can provide to maximise our opportunities such that clients benefit from realistic and workable solutions that leverage our full range of services
* Formulate innovative business solutions for current and prospective customers, looking for business critical processes and developing or modifying new service offerings that create a real competitive advantage for EMCOR UK. Lead, develop and present high quality business proposals both in written form and ‘high impact’ presentations using up to date techniques as appropriate

**Client Relationship Management & Partnerships*** Build and maintain strong relationships with decision makers and budget holders in roles including senior executives, IT and programme & infrastructure managers
* Develop and take ownership of bids, working with engineering and operational stakeholders to ensure accuracy and viability, to ensure robust commercial proposals are submitted. Support the Negotiation and close out of client led contracts within the EMCOR UK commercial framework approval processes and procedures
* Identify strategic partnerships with technology and infrastructure vendors, and power providers to enhance service offerings

**Market Research & Competitive Analysis.*** Conduct in-depth market research to identify emerging trends, competitive landscape, and industry best practices
* Provide insights on pricing strategies, customer needs, and emerging technologies in data center operations
* Stay updated on data center regulations, sustainability initiatives, and compliance requirements

**Cross-Functional Collaboration*** Work closely with the engineering, operations, and product teams to align offerings with market demands
* Assist in the development of customised data center solutions based on client needs
* Ensure seamless handover of secured deals to project management and customer success teams
* Take a proactive approach to identifying and proposing opportunities for internal improvement; if you can see a better way of doing things, we want to hear it and we want to know how

**Reporting & Performance Metrics*** Track and report on sales performance, market trends, and customer feedback
* Liaise with commercial team to ensure properly costed estimations are submitted and supported by appropriate contract terms and conditions. Provide the Director of Data Centers and Business Stream Directors with regular updates highlighting progress against business development targets
* Use CRM tools (e.g., Salesforce, HubSpot) to manage pipelines and forecast revenue
* Set and meet KPIs related to revenue growth, new client acquisition, and retention rates
* Deliver business development targets, revenue, gross margin, profit and regularly review progress taking appropriate action as necessary to achieve target
* Ensure all tenders and proposals are progressed through the BMF process and completed before submission
* When formulating bid proposals, understand sources of potential risk and ensure that these are taken into full account, balancing risk with reward, prior to bid submission
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Resource responsibilities

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| To be responsible for business development managers and coordinators  |

Person specification

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| * Proven experience in business development, technical, or commercial roles within the data centre, telecom, or mission-critical sectors.
* Strong understanding of the full service lifecycle—design, build, manage, and maintain—especially within data centre and telecom environments.
* Demonstrated success in securing complex, high-value service contracts (£0.5m–£2.5m p.a.), with a solid track record in large bid proposals.
* In-depth knowledge of customer outsourcing drivers and competitive market intelligence.
* Technically qualified to degree level (or equivalent experience) with 5+ years of sector-specific experience and a strong performance history.
* Familiar with current estimating methods, commercial governance, and project management systems.
* Skilled in developing trusted relationships, with a customer-first mindset and consultative approach.
* Organised, tenacious, and results-driven, with excellent planning, negotiation, and presentation skills.
* Commercially astute, with the ability to assess risk and ensure operational buy-in to commercial proposals.
* Energetic, proactive, and solutions-focused—able to drive progress and deliver results.
* Able to support sales targets, mobilise new contracts, and bring bid content to life from a customer perspective.
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Other factors relevant to the job

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| UK Wide travel |

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| Line ManagerSignature |  |
| Print Name |  |
| Date |  |

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| Job HolderSignature |  |
| Print Name |  |
| Date |  |

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| *FOR HR USE ONLY:* |
| *Job Grade* |  | *EMCOR Competency Level* |  | *Training Profile UTC* |  |