



Join a high-performing group with a purpose:  
to grow a safer, cleaner, healthier future  
for everyone, every day.

We are hiring for **Regional Sales Manager** in **Halma Company Fire trace**

| Location | Business Unit | Report to          |
|----------|---------------|--------------------|
| Mumbai   | Safety        | BDM MENA and India |

### About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

Halma India is a Great Place to Work® certified organisation, recognised for 3 consecutive years.

**Here's why working with us is fulfilling:**

**We offer a safe and respectful workplace**, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

**We nurture entrepreneurial spirits** and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

**We are simple, humble and approachable**, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

*Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.*



## Detailed job description

|                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|----------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Position Objective</b><br>(The purpose of role in current business/market scenario) | The position involves engaging with system integrators, consultants, OEMs, and end users to understand application-specific needs and recommend appropriate solutions such as electrical panel suppression systems. Regional sales manager will be responsible for generating new opportunities, supporting project closures, and strengthening the company's presence in a competitive and price-sensitive market.                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Responsibilities (KRAs / deliverables / job expectations)</b>                       | <ul style="list-style-type: none"> <li>• Manage sales team and day today operations of the sales process along with Halma hub and filling station.</li> <li>• Own and support achievement of assigned sales targets, while contributing to revenue growth in the region.</li> <li>• Identify and develop new business opportunities to support market creation and expansion.</li> <li>• Understand customer requirements and propose suitable technical solutions with guidance from senior team members.</li> <li>• Assist in preparation of techno-commercial offers, BOQs, and follow-ups for order conversion.</li> <li>• Coordinate with internal teams for smooth execution of orders and timely delivery.</li> <li>• Maintain sales pipeline, track leads, and build strong relationships with customers and channel partners.</li> </ul> |
| <b>Critical Success factors</b><br>(critical / high impact aspects of role)            | <ul style="list-style-type: none"> <li>• Ability to consistently achieve assigned sales targets while building a strong project pipeline.</li> <li>• Proactive approach towards market development and generating new opportunities.</li> <li>• Strong grasp of product knowledge and ability to translate technical features into customer value.</li> <li>• Effective communication and relationship-building skills with customers, partners, and internal teams.</li> <li>• High responsiveness and ownership in handling enquiries, follow-ups, and closures.</li> <li>• Willingness to learn, adapt, and perform in a competitive, target-driven environment.</li> </ul>                                                                                                                                                                    |
| <b>Academic qualification</b>                                                          | <ul style="list-style-type: none"> <li>• BE/ BTech with MBA would be an added advantage.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Experience (exposure)</b>                                                           | <ul style="list-style-type: none"> <li>• 10-12 years of sales experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Key attributes (critical functional competencies)</b>                               | <ul style="list-style-type: none"> <li>• Basic technical understanding and aptitude to learn suppression systems</li> <li>• Ability to understand drawings/BOQs and support solution selection</li> <li>• Strong communication and presentation skills (verbal &amp; written)</li> <li>• Sales orientation with negotiation and persuasion skills</li> <li>• Market awareness and ability to identify opportunities</li> <li>• Proficiency in MS Excel, PowerPoint, and basic CRM tools.</li> </ul>                                                                                                                                                                                                                                                                                                                                               |

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## Competencies (fundamental skills and attitudes)

- Strong learning agility with a proactive, self-driven attitude
- Ownership and accountability towards targets and responsibilities
- Good communication and teamwork skills
- Resilience and adaptability in a target-driven environment

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