



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

We are hiring for **Sales Manager - India** in the Halma company **BEA**

Location	Business Unit	Report to
Mumbai/Pune	Safety	Head Of Sales (South Asia Pacific)

## 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

<p><b>About Halma company BEA</b></p>	<p>BEA, founded in Belgium in 1965, is one of the first companies in the world to come up with sensors specially aimed at opening and making automatic doors safe in commercial and industrial applications. BEA is one of the first companies to launch a Doppler microwave radar specially adapted for automatic doors. We have three business subsidiaries in ASIA, US &amp; EUROPE. Our key focus segments are Pedestrian Entrance Solutions (PES), Industrial Doors and Gates Solution (IDGS) and Factory and Logistics Automation Solution (FLAS).</p> <p>For more info, visit <a href="http://www.bea-asiapacific.com/en/">http://www.bea-asiapacific.com/en/</a></p>
<p><b>Position Objective (The purpose of role in current business/market scenario)</b></p>	<p>Position plays a key role in developing BEA's Market position in India within the targeted Segments, apart from handling the Door OEMs. Additionally focuses on Projects within targeted segments, providing technical consultation to Decision Influencers of projects.</p>
<p><b>Responsibilities (KRAs / deliverables / job expectations)</b></p>	<ul style="list-style-type: none"> <li>• To be able to develop a Vision and Regional Strategy for the South Asia Market (Mainly India)</li> <li>• Responsible for Driving Sales and Exceeding Sales Targets as set for South Asia Region (Mainly India).</li> <li>• This role requires a candidate with a Leadership profile, responsible for building and managing a team for the region.</li> <li>• To develop new prospects and convert them into BEA's Customer and Channel partner base within PES, IDGS &amp; FLAS Markets.</li> <li>• To meet existing customers, consultants, systems integrators and end-users, gather relevant Market information and strategize Sales Strategies and Action Plans to increase BEA Product penetration into PES, IDGS &amp; FLAS Markets.</li> <li>• To increase BEA's Applications development in the FLAS Markets via solution selling to FLAS Partners.</li> <li>• Organize recurring Product Trainings to New &amp; Existing Customers.</li> <li>• To run Safety Campaigns in Conjunction with Marketing Department to effectively raise Safety awareness towards PES, IDGS &amp; FLAS Customers.</li> <li>• Develop technical understanding of BEA products as well Competition to effectively gauge and position BEA effectively.</li> <li>• Provide weekly/Monthly Report to Head of Sales.</li> <li>• Be involved in Intensive and Efficient engagements with different Stake Holders (Technical Support, Product Management and Application Engineers) to provide insight towards Product Support and New Product Developments for South Asia Markets.</li> </ul>

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<p><b>Critical Success factors (critical / high impact aspects of role)</b></p>	<ul style="list-style-type: none"> <li>• Strong Sales and Negotiation Skills.</li> <li>• Strong technological background. Understands Technological details (Radar, LZR, Infrared, Inductive, others) utilized in different sensors.</li> <li>• Good understanding of the building industry (if possible, Automatic Door/Industrial Door)</li> <li>• Ability to train and educate the stakeholders on sensors.</li> <li>• Experienced with long-cycle sales and Building Strong &amp; Long-lasting Customer relationships.</li> </ul>
<p><b>Academic qualification</b></p>	<ul style="list-style-type: none"> <li>• Bachelor's degree from a four-year college or university in Electrical or Mechanical Engineering or a closely related field. MBA Degree preferred.</li> </ul>
<p><b>Experience (exposure)</b></p>	<ul style="list-style-type: none"> <li>• Around 10 years of direct selling experience to key accounts, technically and commercially. Experience in related fields like Automatic door Sensors, Sensing Solutions, AGV/AMR Sensing Solutions.</li> </ul>
<p><b>Key attributes (critical functional competencies)</b></p>	<ul style="list-style-type: none"> <li>• Related Sales experience in the capital goods industry</li> <li>• Outstanding communication and presentation skills, as well as strong interpersonal skills</li> <li>• Experience in Word, Excel, PPT, etc.</li> <li>• Able to work in autonomy with back-end support from Cross-Functional and Cross-National teams.</li> <li>• Demonstrated Leadership skills and aspire to build an effective team.</li> </ul>
<p><b>Competencies (fundamental skills and attitudes)</b></p>	<ul style="list-style-type: none"> <li>• Strategic Mindset.</li> <li>• Self-motivated and self-dependent.</li> <li>• Team Player.</li> <li>• Strong quality orientation.</li> <li>• Strong learner and risk taker.</li> <li>• Customer focused.</li> <li>• Fluent in English (Written and Verbal). Additional Languages (Hindi) is a bonus.</li> </ul>

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