



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 - HFI** in **Halma**

Location	Business Unit	Report to
Bengaluru	HFI	Head of Sales – Devices & Systems

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 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.

HALMA INDIA IS CERTIFIED AS A GREAT PLACE TO WORK.

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!



Detailed job description

Position Objective (The purpose of role in current business/market scenario)	You will be part of the Devices & System Sales team for India region in HFI. You will get to work with a solid team which is consistently delivering high growth and abundant opportunities for professional growth. He/she should be able to build and nurture existing relationships with existing partners, System Integrators, consultants, and other stake holders. He/she should have good relationships with consultants, end customers and System Integrators to capitalise on the opportunities for faster growth.
Responsibilities (KRAs / deliverables / job expectations)	• Grow and maintain brand equity of our products in the designated market. • Visit end-users to promote our solutions and build long term relationships • Work closely with the design and engineering consultants across India to design and specify Apollo products • Drive the channel partners / distributors to deliver on set targets • Develop and build an appropriate channel and partner strategy and relationships for market promotion, penetration and customer supply and support infrastructure. • Train, develop and manage appropriate partner capabilities for effective business growth and customer support. • Develop and execute appropriate product promotion and sales strategies for building market awareness and brand presence. • Effective business planning, forecasting, and execution. • Understanding and developing effective competitive strategies
Critical Success factors (critical / high impact aspects of role)	• High performance and achievement oriented. • Self-motivated and self-dependent • Go getter • Strong quality orientation • Humble (high integrity, patient and transparent) • Strong learner and risk taker • Customer focussed • Strong Analytical skills, data driven
Academic qualification	• Engineering Graduate (B.E./B. Tech) in Electronics/Electrical • MBA from reputed Institute will be an added advantage
Experience (exposure)	• Work Experience of 12-18 years overall • Preference will be given to candidates from Fire, Security and Automation Industry.

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**Competencies
(fundamental skills and
attitudes)**

- Strong knowledge of fire Industry and key applications
- Effective communication and presentation skills
- Analysing, Organizing and Planning skills
- Building inter-personal relationships
- Sound technical orientation and understanding
- Channel and partner management capability
- Should have capability to design a Fire Alarm system based on International/National Standards.

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