Halma
safer • cleaner • healthier

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

We are hiring for **Area Sales Manager - West** in **Halma company MST**

Location	Business Unit	Report to
Mumbai	Healthcare	Business Development Manager

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.

Great Place To Work. Certified DEC 2025-DEC 2026 INDIA

BRITAIN'S MOST ADMIRED COMPANIES 2025 SECTOR WINNER ENGINEERING & MACHINERY

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Detailed job description

About Halma company MST	MST's passion is creating exceptional surgical devices and instruments used to restore or improve sight for patients all over the world. It is our relentless pursuit of addressing our customers' needs that creates a profound customer preference. We strive to equip surgeons with the most innovative tools, enabling them to achieve the best possible outcomes for the patients. We constantly evolve to meet the distinct clinical needs of ophthalmic surgeons through our dedicated partnership with surgeon-designers, bringing innovation to ophthalmology. Expanding our offerings into excisional goniotomy, we now market micro-instruments used for adult and infantile glaucoma, which improve the health and livelihood of patients by providing a safe and effective surgical intervention. MST- https://microsurgical.com/
Position Objective (The purpose of role in current business/market scenario)	The Area Sales Manager - West will drive sales growth and build surgeon partnerships across the assigned Western areas by leading field sales initiatives, executing current accounts and providing in-theatre support with MST's specialized ophthalmic instruments. This role is designed for a relationship-driven professional embedded in the ophthalmology community, capable of expanding market share in a dynamic and competitive environment.
Responsibilities (KRAs / deliverables / job expectations)	• Execute area sales to drive revenue growth and add on in expanding MST's market share in the assigned West India territory. • Acquire new customers and provide training to ensure proficiency in MST instruments. • Support and train existing customers to optimize product adoption and satisfaction. • Support distributors in the area and provide training to strengthen partnerships. • Acquire KOLs and provide ongoing support to build advocacy. • Establish and nurture long-term relationships with surgeons, hospitals, clinics, Key Opinion Leaders (KOLs), and distributors. • Provide in-theatre surgical support, including product demonstrations, case support, and clinical troubleshooting during live procedures. • Organize and lead area workshops, product trainings, and live surgical demonstrations for surgeons and clinical staff. • Monitor competitor activity, market trends, and customer feedback to identify new business opportunities accordingly. • Prepare and submit timely sales reports, forecasts, and actionable market insights to the leadership team. • Ensure all sales activities and customer interactions align with MST's compliance and ethical standards. • Represent MST at assigned territory ophthalmology conferences and exhibitions.

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Critical Success factors (critical / high impact aspects of role)	• Consistently meets or exceeds quarterly and annual sales quotas for the assigned West India area, directly contributing to MST's revenue growth and expanding market presence against key competitors. • Successfully converts target surgeons into regular users of MST instruments, evidenced by repeat purchases, premium product adoption, and their advocacy within the surgical community. • Demonstrates willingness to travel within the assigned area and independently plan such business trips. • Maintains goal-oriented work according to specified parameters and sales targets. • Leverages professional experience in sales and/or ophthalmology to drive results.
Academic qualification	• Bachelor's degree and an MBA in a relevant field such as Business, Life Sciences, or Engineering are required.
Experience (exposure)	• 5-8 years of relevant experience in medical device or ophthalmology sales.
Key attributes (critical functional competencies)	• Surgical Theatre Acumen & Composure • Clinical & Product Expertise. • Key Account & KOL Management. • Consultative & Value-Based Selling. • Area Business Planning & Analytics.
Competencies (fundamental skills and attitudes)	• Strong interpersonal, negotiation, and communication skills. • Excellent English oral and written communication with precise attention to detail. • Strong work ethic, self-motivated, team player with strong interpersonal skills. • Willingness to travel within the stipulated region and to self-depending plan such business trips. • Goal-oriented work according to specified parameters and sales targets. • Excellent communication and interpersonal skills, with the ability to work effectively in a cross-functional team environment.

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