



Vacancies

Sales Manager

An exciting opportunity with a values-led, forward thinking company.

Founded 30 years ago, The Rooflight Co is a successful, employee-owned business with approximately 50 employees, designing and manufacturing rooflights and roof windows for the UK construction / specification market.

As a Company, we are open and communicate clearly and regularly with everyone. We recognise and value the strengths each person brings to the team. We continuously challenge the norm to make improvements. We implement change. This has been endorsed by our recent WOBA award as 2020 Employer of the Year.

Our mission, in line with our guiding principles, is to position the customer experience at the heart of everything we do, know what the customer wants, where we add value and profitably deliver on this.

We are seeking an experienced and driven Sales Manager to lead and motivate our sales team in achieving ambitious revenue targets. The ideal candidate will have a proven track record of managing and coaching sales professionals, with a focus on implementing effective sales processes and driving day-to-day sales activities.

You'd be joining a successful, growing, values-led, customer-focused organisation and become an employee-owner.

THE
ROOFLIGHT CO.
COTSWOLDS

The Role and Accountabilities...

- Manage and lead a team of sales representatives, providing guidance, coaching, and mentorship to enhance their performance
- Establish and maintain a structured sales process, including lead generation, prospecting, and closing techniques
- Conduct regular sales meetings, training sessions, and one-on-one coaching to improve team skills and knowledge
- Monitor and analyse sales performance metrics, identifying areas for improvement and implementing corrective actions
- Develop and implement sales strategies and tactics to achieve monthly, quarterly, and annual revenue targets
- Manage a combined sales approach, including inbound inquiries and outbound cold-calling efforts targeting architects with prestigious projects requiring conservation rooflights
- Implement effective sales processes, tools, and metrics to drive productivity and performance
- Provide coaching, training, and development opportunities to foster a high-performing sales culture
- Collaborate with cross-functional teams, such as marketing and product development, to align efforts and support sales initiatives
- Ensure accurate and timely maintenance of customer and sales data within the CRM system
- Contribute to the development of sales collateral, presentations, and other marketing materials
- Represent the company at client meetings as needed.
- Planning & prioritisation skills





Qualifications and Experience...

- Proven experience as a Sales Manager or in a similar sales leadership role
- Demonstrated success in managing and motivating sales teams to achieve targets
- Expertise in sales methodologies, techniques, and best practices
- Strong analytical and problem-solving abilities
- Excellent communication, presentation, and interpersonal skills
- Proficiency in CRM systems and sales tools

What we value...

As an employee-owned business, our mission is driven by our three Guiding Principles - Values-led Culture, Innovation and Long-term Sustainability. These principles guide our Directors, Trustees and Co-owners in their decision-making and activities.

To succeed, you will need to demonstrate that your values and behaviours are aligned with our four values – Integrity, Care, Empowerment and Unity - each associated with specific behaviours. Together, they create an atmosphere where personal growth is encouraged, nurtured, and recognised.

The Package...

- Assistance & Wellbeing Plan
- Life Assurance
- Health Cash Plan
- Additional Holiday
- Long Service Awards
- Co-owner Events
- Onsite Lunch Supplies
- Electric Vehicle Lease & Tax Saving Scheme
- Cycle to Work Scheme

Working hours: Monday-Friday 8.30-5pm

Location: Bourton on the Water

Salary: £45,000-£50,000 (Up to £60,000 OTE)

Are you right for us – are we right for you?

Please apply by sending your CV and cover letter to Natalie Moss hr@therooflightco.com and tell us why this is the right role for you.



Around here...
We act responsibly.

HONESTY • BEING POSITIVE • TRUST • TRYING YOUR PERSONAL BEST • NO COMPROMISING
 PERFORMING TO THE BEST OF YOUR ABILITY • CARRYING YOUR FAITH IN YOURSELF • HIGH
 STANDARDS • CLEAR COMMUNICATION • BEING OPEN TO FEEDBACK • LISTENING TO OTHERS
 • GOOD EXAMPLES • BEING UP FRONT • BELIEVING IN WHAT YOU DO • POSITIVE
 ATTITUDES • CORRECTNESS • MAKING INFORMATION BEING TRUE • OWNING UP TO
 MISTAKES • BEING ACCOUNTABLE FOR YOUR WORDS AND ACTIONS • RESPECTING OTHERS
 • HAVING THE COURAGE TO TELL THEM WHAT THEY WANT TO HEAR • SEE A JOB THROUGH TO THE END • MORAL CODE BASED ON
 UNDERSTANDING • DESIRE TO BE THE BEST YOU CAN BE • SINCERITY • MEANING WHAT
 YOU SAY • LOYALTY • STRONG WILL • AT YOU PROMISE TO DO • NOT ALWAYS TAKING THE EASY ROUTE
 • OWNING THINGS AND OWNING UP • STAYING TRUE TO OUR VALUES • KEEPING HIGH
 STANDARDS • NO BLAME • ENCOURAGING NEW IDEAS AND CHANGE • GRIETTY PERSEVERANCE
 • DON'T GIVE UP • OPENNESS • WIN • TREATING

1. We give and receive honest and constructive feedback.
2. We hold ourselves and each other accountable for our words and actions.
3. We don't blame, we learn and grow.



Around here...
We use our voice responsibly.

WORKING AS ONE TEAM TOGETHER AND WANTING THE SAME GOALS • TRUSTING IN EACH OTHER
 • BEING OPEN TO FEEDBACK • LISTENING TO OTHERS • GOOD EXAMPLES • BEING UP FRONT
 • BELIEVING IN WHAT YOU DO • POSITIVE ATTITUDES • CORRECTNESS • MAKING INFORMATION
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1. We trust each other to make well-informed, responsible decisions.
2. We let people know we believe in them and encourage them to grow in knowledge and skills.
3. We continuously challenge the norm to innovate, improve and implement change.



Around here...
What we do and how we do it matters.

WORKING TO HELP OTHERS • OFFERING YOUR ABILITIES • TAKING CARE HOW YOU TREAT OTHERS
 • CARRYING YOUR FAITH IN YOURSELF • HIGH STANDARDS • CLEAR COMMUNICATION • BEING OPEN
 TO FEEDBACK • LISTENING TO OTHERS • GOOD EXAMPLES • BEING UP FRONT • BELIEVING IN
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1. We work to the best of our ability and take pride in our work.
2. We continuously work in the best interests of our community and our environment.
3. We show active interest in others' wellbeing and treat them with respect and compassion.



Around here...
Everyone matters.

KNOWLEDGE OF WHAT OTHERS DO • WORKING TOGETHER • SUPPORTED BY COLLEAGUES AND BOSS
 • ALPHABETICALLY • TRAINING TO DO THE JOB • TALKING TO OTHERS • BEING OPEN TO
 FEEDBACK • LISTENING TO OTHERS • GOOD EXAMPLES • BEING UP FRONT • BELIEVING IN
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1. We support each other to achieve our shared goals and celebrate our successes.
2. We recognise and value the strengths each person brings to the team.
3. We are open and communicate clearly and regularly with everyone.