

# come and work with us



## Head of Plant Hire Division

### The Role:

The Head of Plant Hire Division is responsible for the strategic leadership of all aspects of the hire business stream, reporting to the General Manager. The Head of Plant Hire Division will contribute proactively to the BCS Senior Management Team and collaborate effectively with the BCS support functions.

### Key Responsibilities:

#### Business Development

Identify areas of development for new sectors, products and customers.  
Deliver innovations to further develop stream performance, proactively seek new opportunities to support targeted external growth.  
Responsible for creating development and investment proposals within the stream.  
Attend prestart meetings to ensure all opportunities are maximised, capitalise on new contracts and opportunities by working closely with the regional businesses.

#### Commercial & Finance

Responsible for meeting turnover, profit and margin targets.  
Analyse stream performance and provide updates during monthly business reviews.  
Provide monthly financial project forecast reports to the Finance Manager.  
Fully accountable for the utilisation level of all areas within the business stream.  
Manage age profile of equipment and ensure investment targets are met for each asset group.  
Fully accountable for stock holding, ensuring agreed levels are accurate to repair and maintenance requirements.  
Maintain a good level of understanding of suppliers used and their performance making sure they meet our vendor assessment criteria

#### Customer Satisfaction

Complete customer satisfaction measurement by appropriate methods, ensuring all actions are communicated and improvements are implemented.  
Identify and react swiftly to resolve problems before they escalate.  
Establish good relationships and communication at all times.  
Management of commercial agreements with suppliers and customers. Lead on key customer relationships.

#### Operational Performance

Monitor performance of breakdowns attended on site and customer owned equipment service and maintenance.  
Identify, monitor and reduce waste in all activities.  
Identify and react swiftly to resolve problems before they escalate.

#### Team leadership and development

Set clear measurable targets for performance expectations. Ensure clear roles and responsibilities are understood throughout the team and hold people suitably accountable for their work.

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Encourage team involvement in, and ownership of, the company business aims and business improvement.  
Identify development and training needs for all personnel using the Performance and Development appraisal process.

## **Key measures & targets:**

Delivery of BCS Growth Strategy for Hire

## **Key relationships:**

Line Manager: General Manager  
Collaborative working with SMT / Functional Support Leads  
Responsible for all staff working in the Hire business stream  
Significant Customer & Supply Chain relationships

## **Person Specification:**

The successful candidate is likely to meet all of the following criteria:

### **Essential**

Proven strategic leadership experience and ability in a similar size / type of business  
Significant, positive relationships with BCS current / target customers  
Significant, positive relationships with BCS current / potential supply chain  
Experience within the plant hire industry  
Ability to lead and work collaboratively at all levels as required  
Ability to set vision, execute plans and create a healthy spirit of accountability  
Ability to create business cases / investment proposals and a natural desire to innovate / continuously improve  
Experience in building collaborative relationships with existing and new clients and suppliers  
IT literate and proficient in Microsoft Office package as a minimum

### **Benefits:**

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- Company car/car allowance
- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

### **About Barhale:**

Barhale is one of the largest privately owned infrastructure specialists in the UK and was originally formed in 1980 as a specialist tunnelling contractor diversifying over the years into various civil engineering areas. Barhale works UK-wide across the water, transport, energy and developer services sectors providing design, construction and maintenance services under long-term contracts, with blue-chip public, regulated and private clients. The company employs over 600 people in the UK, has an annual turnover of £120m and a distinctive set of values that are fundamental to our approach to business sustainability.

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Our business activity is carried out for the following principal sectors:

**Water:** Civil Engineering, Tunnelling, Pipelines and Utilities

**Transport:** Rail, Aviation, Waterways, Highways and Bridges

**Energy:** Power Generation, Power Transmission and Distribution, Waste

**Developer Services:** Civil Engineering across private sector developers UK wide

**Specialist Businesses:** Tunnelling, Mechanical and Electrical and Barhale Construction Services (BCS Group)

## How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to [careers@barhale.co.uk](mailto:careers@barhale.co.uk).

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.