

*Become part
of our team...*



Head of Hire

The Role:

Reporting to the Business Director, the Head of Hire role is responsible for the strategic leadership of all aspects of the hire business stream. The role 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.
- Always establish good relationships and communication.
- 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.

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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.
- 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:

- Utilisation
- Delivery of BCS Growth Strategy for Hire
- Turnover v Budget

Key relationships:

- Business Director
- Collaborative working with SMT / Functional Support Leads
- 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 and type of business
- Significant, positive relationships with BCS current/target customers and supply chain
- 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 and investment proposals with a natural desire to innovate and 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

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About BCS Group:

BCS Group, a subsidiary of Barhale Holdings Plc, is a privately-owned company. We are a leading supplier of safety and construction products and services that has depots in both the Midlands and Scotland. We pride ourselves on providing a first-class service to all our customers, ensuring the right product or solution is delivered to the right location on time. With over 5,000 items within our core range, BCS Group can fulfil any order and ensure it is delivered direct via our own dedicated transport fleet or those of our partners.

Manufacturing: Our capabilities include standard and bespoke signage, labels, temporary and permanent road traffic signs and bespoke steel fabrication/installation which includes foot bridges, walkways, flooring, guardrails, ladders and tunnelling products.

Extensive Stock Range: Distributor of leading industry brands in PPE & clothing, traffic management, safety & lifting and site equipment products. These include Bollé, Pulsar, Globus, Rock Fall, Progarm, Portwest, Melba Swintex, Oxford Plastics, JSP, Nissen, Carters, Orafol, Crowcon, Radiodetection, Dräger, Ridgegear, and Plant Nappy.

Safety Equipment Servicing: Specialist safety & lifting repair, calibration and inspection since 1999. We have our own purpose-built maintenance and calibration facility for gas detection, cable avoidance, breathing apparatus and lifting equipment which along with our fully equipped mobile calibration unit is where all maintenance and repairs are carried out. Our staff are trained and fully qualified in maintenance, calibration and inspection of a full range of specialist safety & lifting equipment.

Our People: With a direct work force philosophy, the company culture is driven by our core values, which describes how we act day-to-day. We ensure all your needs are met through our national call centre and dedicated account management.

Triple Accreditation: ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 50001:2011 standards, which means our customers can have complete confidence that we have an ongoing commitment to be a safe, efficient and responsible partner.

How to apply:

Please send your current CV and covering email outlining your suitability for the role and quoting the reference number to vacancies@bcsgroup.co.uk

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favorable 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 managed in accordance with the requirements of the Data Protection Act.