

Job Description



Job Title: Business Development Manager - Construction Midlands/South	Date: 16/10/2025
Business Unit: Commercial	Site/Function: Commercial – Midlands/South – preferred
1	Job Details
	<p>(a) Responsible to: The role reports to the Commercial Head of Construction Wastes</p> <p>(b) Responsible for: No direct line reports.</p> <p>(c) Collaborate with: Technical, Administrative, Operations, Finance and HSEQ teams.</p>
2	Job Summary
	<p>Reporting to the Commercial Head of Construction Wastes, the role is to drive business development and sales activities, to optimise the price and volume mix, for construction wastes (including contaminated soils, filter cakes and asbestos) and to manage and deliver strategic commercial projects. The role will involve extensive travelling throughout the UK.</p>
3	Key Responsibilities
	<ul style="list-style-type: none"> • Proactively support and embed Augean’s health and safety culture, behaviour and values across all services and associated activities. • Ensure compliance with the relevant environmental permits, regulatory guidance, company management system and Augean’s Standard Operating System (SOP). • Adherence to Augean’s corporate governance procedures. • Ensure Augean is in receipt of PO’s and signed quotations before work is carried out. • Produce timely, accurate and good quality tender gate 1, 2 and 3 review documents and be a key member of the relevant tender team and input commercially to meet business requirements. • Present and write commercial proposals, quotations, functional descriptions, and specifications to customers whilst managing acceptable risks and liabilities to Augean. • Ensure client understanding of all technical details and materials relevant to company services for waste management, transport, handling, treatment and disposal. • Work with operations partners to ensure they are provided with full hand over information to ensure they can perform and manage each service/contract. • Implement regular price reviews to reflect changing cost, routing and market positions. • Regularly convert quote and PO arrangements to Term Contracts for existing and new customers. • Maintain and develop a robust pipeline of new business and projects and provide accurate and detailed updates regarding customer performance and pipeline progress on weekly review calls. • Work with Operations Management and Technical Services to ensure delivery of high-quality services to our clients. • Work with administration and finance department partners to ensure business transactions are correctly prepared and discharged including chasing up late/bad debts, avoiding write-offs. • Review and contribute to the development and implementation of new treatment techniques and options for target waste streams and related materials and additives. • Work with others in the commercial team to support the development and competence of

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	<p>the customer network, to be able to fully engage technically and help run successful sales cycles of company services.</p> <ul style="list-style-type: none"> • Maintain efficient communication with all relevant stakeholders. • Build and manage internal and external working relationships. • Monitor and report on competitor activity. • Managing specific projects as per business requirements. • Maintaining continuous professional development and competence for the role. • Undertake any other reasonable duties as and when required. • •
4	Qualifications
	<ul style="list-style-type: none"> • GCSE or equivalent English language and mathematics at grade C or above. • Degree standard or equivalent.
5	Critical Knowledge, Skills and Experience
	<ul style="list-style-type: none"> • Proven ability to cold call/open doors, negotiate and execute deals at strategic/partnering and transactional/tactical levels. • Proven ability to project manages and deliver strategic commercial projects. • Influencing especially in the development of new opportunities, maximising value and raising standards • Driven, strong self-starter, with the ability to manage your own time, work well within a team as well as work independently, and with a flexible working approach. • Track record in formulating and delivering strategic objectives as well as attention to detail and actively manage full follow-through to contract/deal completion. • Excellent communication abilities, both verbal and written. • Strong organisational and planning skills with proven ability to multi-task and meet strict deadlines. • Significant experience in managing business processes and projects. • Understanding of technical, commercial, and operational interfaces and skilled in conflict resolution. • Health & Safety, relevant taxation and regulatory compliance working knowledge. • Strong understanding of waste regulation and chemistry. • Highly developed MS Office skills including Word, Excel, and PowerPoint. MS Project essential. • Understanding of and experience with working with CRM tools. • Full UK driving licence.
6	Competencies
	<p>List here how the role is to perform and at what level. This is not aspirational and is the basic level that is needed for the role. Remember the tipping point. Put (Critical) after the maximum of 4 (or 5 if including leadership) competencies that are CRITICAL for this role.</p> <p>Customer Focus – CRITICAL Delivering Results – CRITICAL Leadership Innovation and Change</p>

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	Communication – CRITICAL Team Working - CRITICAL Self-Development Decision Making and Problem Solving – CRITICAL		
7	Core Values and Behaviours – Managers, Supervisors & Frontline Colleagues		
	Identify here the type of values based behaviours most critical to success in this role. Put (Critical) next to the 4 or 5 most relevant and important behaviours that a post-holder MUST demonstrate.		
Respect	Considerate	Being mindful of each others' circumstances	
	Recognition	Recognising each others' contributions	
	Caring	Contributing to a safe and compliant working environment	Critical
Integrity	Trustworthy	Doing what we say we will	Critical
	Empowering	Appreciating what is required to do the right thing	
	Responsible	Understanding and acting on individual responsibilities	Critical
Teamwork	Collaborative	Actively cooperating with each other	
	Communicative	Communicating openly with and providing feedback to colleagues where appropriate	
	Supportive	Fully contributing to our success	Critical
Excellence	Challenging	Identifying and sharing new ideas and learning opportunities	
	Proactive	Actively providing feedback	
	Learning	Be open to and prepared for challenge	Critical

Note: This description is not intended to establish a total definition of the job, but an outline of the duties.