

Who We Are

Comelit-PAC is a leading provider of advanced security solutions—including Door Entry, Access Control, CCTV, Intruder Detection, Home Automation and Fire Safety Systems.

Founded in Italy with nearly 70 years of design and manufacturing expertise, our products are sold in more than 90 countries through a well-established global sales and technical support network. With a group turnover exceeding €189 million and over 1,000 employees worldwide, Comelit-PAC continues to expand its reach and capabilities.

In the UK, we've been established for more than 20 years, with our headquarters in Luton and our global centre of excellence for access control based in Manchester. Together, these sites are home to over 100 dedicated professionals.

We lead the way in delivering integrated, innovative security solutions that are scalable, straightforward to install, and engineered for long-term performance. Our broad product portfolio is designed to meet the needs of every stakeholder—from developers and consultants to installers and end users.

Our success is fuelled by continuous investment in both our people and product development. By partnering closely with architects, specifiers, distributors and installers, we ensure our technologies evolve in step with the demands of modern security environments.

At Comelit-PAC, we don't just follow the future of security — we help define it.

We are currently seeking to employ **Specification Business Development Manager** based in **UK North, Scotland, Northern Ireland** within our **Specification Team**. Your hours will be **40 hours per week** working across **Monday to Friday, 8:30 AM – 5:30 PM**.

Are you ready for your next challenge? Become part of a company that values innovation, people, and customer service at its core. Visit our [careers page](#) to learn more.

Some of Our Benefits Include:

Here at Comelit-PAC, our employees enjoy a range of benefits to name a few:

- Competitive Salary
- 25 days Annual Leave plus 8 bank holidays, allowance increase dependant on length of service
- Xmas Shut Down
- Modern working environment
- Training and Development Opportunities
- Yearly Events Calendar including Charity Events and health & well-being days
- 4 * Life Assurance
- Treat Days/Daily Fresh Fruit
- Smart Health including 24/7 online GP appointments
- Employee Health and Wellbeing Portal
- Free Eye Tests and Flu Vaccines
- Company Social Events
- Bonus/Commission Schemes
- Long Service Awards
- Recruitment Finder Fees
- Salary Sacrifice Pension Scheme
- Employee of the Month Awards
- Perkbox



Job Description

Job Title	Specification Business Development Manager
Department	Specification Team
Location	UK North, Scotland, Northern Ireland
Reporting To	UK Specification Manager
Direct/Indirect Reports	40 hours per week (Monday to Friday, 8:30 AM – 5:30 PM)

Job Summary

We are seeking an experienced and results-driven **Specification Business Development Manager** to join our high-performing team of external specifiers, working in close collaboration with our Sales Business Development Managers.

In this strategic role, you will be responsible for promoting Comelit-PAC’s extensive portfolio of security solutions to key stakeholders within the specification market—including Consultants, Specifiers, M&E subcontractors, and other industry influencers. Your primary objective will be to secure Comelit-PAC as the preferred choice for major security specifications, ensuring our products are embedded early in the design and planning stages of high-value projects.

You will proactively identify, target, and cultivate strong relationships with:

- National Developers
- M&E consultancy firms
- Major property groups
- Leading end-user organisations
- Main contractors and M&E subcontractor networks

While our current sales channels include integrators, installers, and distributors—managed by our internal and external sales teams, this role focuses specifically on building demand through early-stage project specification and influencing decision-makers upstream in the sales process.

Comelit-PAC operates in a highly competitive market, setting itself apart through exceptional product quality, technical innovation, and a strong commitment to customer service. We pride ourselves on operational efficiency and our ability to deliver projects rapidly and reliably from specification through to installation.

This is a highly autonomous role, ideal for a self-motivated individual who can manage their own schedule, develop opportunities independently, and thrive in a results-oriented environment.

Main Duties and Responsibilities

- **Proactively identify and pursue new business opportunities** within the security and construction sectors, with a focus on influencing early-stage specifications.
- **Collaborate with the UK Specification Manager** to shape strategic direction and contribute to long-term business development planning.
- **Deliver compelling presentations and technical proposals** to consultants, specifiers, and key decision-makers, showcasing the value of Comelit-PAC's product range.
- **Build and maintain strong, trust-based relationships** with M&E consultants, M&E Subcontractors, Developers, and key stakeholders within the specification marketplace.
- **Drive specification conversion efforts**, actively replacing competitor-specified products with Comelit-PAC solutions through value-driven engagement.
- **Negotiate and manage key account agreements** where applicable, ensuring alignment with company objectives and customer satisfaction.
- **Facilitate seamless internal communication** by collaborating with regional BDMs and management to share relevant project and customer insights—particularly for cross-regional projects.
- **Maintain accurate and timely CRM records**, ensuring all customer interactions, project opportunities, and specification activities are properly tracked and updated.
- **Develop a strong understanding of competitor products, strategies, and market positioning**, using insights to refine sales tactics and maintain a competitive edge.
- **Provide structured feedback to the Product Development team**, relaying insights from the field and customer input to help shape future product offerings and enhancements.
- **Promote the full breadth of Comelit-PAC's portfolio**, encouraging multi-product specifications that add value to client projects and enhance cross-selling opportunities.
- **Plan and maintain a forward-looking meeting schedule**, ensuring your calendar reflects at least 3–4 weeks of proactive client engagement.
- **Control expenses effectively**, in line with company policies and guidelines.
- **Deliver accredited CPD seminars** to M&E Consultants, end users, and specifiers; tailor presentations to highlight emerging technologies and evolving security trends.
- **Develop bespoke security proposals** tailored to the needs of M&E consultants and end users, aligning solutions with project-specific objectives.
- **Collaborate closely with local sales teams** to share intelligence on upcoming projects and coordinate efforts that support smooth project handover and execution.
- **Meet or exceed departmental KPIs** related to specifications won, meetings set, CRM activity, and project conversion rates.
- **Stay informed about industry trends, regulations, and emerging technologies**, ensuring that your consultative advice remains relevant and forward-thinking.

Any Other Responsibilities

- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies and procedures.
- Role model, support and implement the company values and behaviours with fellow employees, customers', and any other stakeholders.
- Respect equality and diversity across all areas of working practice and communications with staff, customers', and other stakeholders.
- Attend all company training events and complete all mandatory training.

Candidate Specification

Qualifications and Training

- Proven experience working with specifiers, including Developers, M&E consultants, and M&E Subcontractors, ideally within the security or construction sectors.
- Strong commercial awareness with the ability to understand complex project dynamics, budget considerations, and the commercial impact of product decisions.
- Solid knowledge of security systems and technologies, including access control, CCTV, intercoms, or related integrated solutions.
- Track record in B2B sales, preferably in a technical or solution-based sales environment.
- Experience influencing and securing product specifications within complex, multi-stakeholder projects.
- Strong presentation and communication skills, capable of engaging and influencing technical and non-technical audiences at all levels.
- Confident user of CRM platforms (e.g., Salesforce, HubSpot, or similar) and Microsoft Office tools (Excel, Word, PowerPoint).
- Excellent time management and self-organisation, with a proactive approach to planning meetings and managing a regional workload.
- Strong relationship-building skills, with the ability to develop and maintain long-term partnerships across various stakeholders in the project lifecycle.
- Understanding of the construction project process, including tendering, design/specification stages, procurement, and installation.
- Ability to read and interpret technical documentation, architectural drawings, or project specifications is a plus.
- Experience delivering CPD seminars or technical workshops to consultants or end users is highly desirable.
- Solution-oriented mindset, able to identify customer needs and match them to Comelit-PAC's product capabilities.
- A high degree of autonomy, motivation, and accountability in achieving targets and driving personal performance.

Skills and Experience

- Proven experience working with specifiers, including Developers, M&E consultants, and M&E
- Educated to GCSE level (or equivalent)
- Recognised industry qualifications or certifications in security systems, electrical engineering, or building services (e.g., NSI, BTEC, City & Guilds, or similar) are advantageous but not essential.
- CPD certification or experience in delivering Continuing Professional Development seminars is a strong advantage.
- Full UK driving licence (essential for a field-based role).
- Membership of relevant professional bodies (e.g., the Security Institute, CIBSE, or similar) is beneficial but not required.
- Evidence of ongoing professional development, such as sales training, technical product training, or leadership courses, is desirable.

Comelit-PAC Values




CO Continuous Improvement


 Motivation

 Empathy

 Leadership

 Innovation

 Teamwork

 Professionalism

 Accountability

 Customer Focus

Note: This job description summarises the main aspects of the job however does not cover all the duties that the jobholder may be required to perform. This document is intended to enhance the understanding between the manager and the employee and may be changed/amended as the job/business needs require.