



NOVUS
ENVIRONMENTAL

**Business Development Manager
- Clinical Waste**

Job Title: Business Development Manager – Clinical Waste (East Anglia & London)

Location: Field-based with occasional visits to our Head Office near Cambridge

Salary: £60k Basic Salary + Bonus + Car Allowance + Benefits

Reports To: Commercial Director

Company Overview:

Novus Environmental are a leading provider of clinical and hazardous waste collection and disposal services, supporting clients across the healthcare, pharmaceutical, and laboratory sectors. Committed to sustainability, compliance, and service excellence, we help organisations manage their waste responsibly while ensuring full regulatory adherence and minimal environmental impact.

Role Summary:

We are seeking an experienced and results-driven **Business Development Manager (BDM)** to spearhead our growth in the **clinical waste** sector. The successful candidate will identify new business opportunities, build strong client relationships, and convert leads into long-term customers. This is a key strategic role with the potential to significantly impact the company's growth trajectory.

Key Responsibilities:

- Proactively identify, pursue and secure new business opportunities within the clinical waste sector across NHS trusts, private healthcare, dental, veterinary, pharmaceutical and laboratory environments.
- Build and maintain strong relationships with key decision-makers (e.g. procurement leads, infection control, facilities managers).
- Lead end-to-end sales cycle, including site surveys, tender preparation, proposal development, and contract negotiation.
- Collaborate with internal departments (operations, compliance, transport) to tailor waste solutions to client needs.
- Deliver presentations and commercial pitches that clearly demonstrate value, compliance, and service benefits.
- Maintain up-to-date knowledge of relevant regulations (HTM 07-01, Environment Agency guidelines, ADR, etc.).
- Accurately forecast and report on pipeline activity via Salesforce CRM.
- Represent the company at industry events, conferences, and networking forums.

Key Requirements:

- Proven track record in B2B business development within waste management, healthcare, environmental services, or related regulated industries.
- Strong knowledge of clinical waste legislation and healthcare sector procurement processes.
- Commercially astute with excellent negotiation, presentation, and proposal writing skills.
- Self-motivated, proactive, and comfortable working autonomously in a field-based role.
- Strong interpersonal and relationship-building skills.
- Full UK driving licence.

Desirable:

- Experience selling into NHS or public sector frameworks.
- Knowledge of hazardous waste classification and EWC codes.
- Familiarity with ISO 14001, ISO 9001, or similar quality and environmental standards

What We Offer:

- Competitive Bonus Structure
- Company Car or Car allowance with mileage reimbursement.
- Enhanced holiday package
- Birthday leave
- Access to discount retail scheme
- Full PPE & uniform supplied
- Ongoing training and career development opportunities.
- A supportive, collaborative, and purpose-driven working environment.

To Apply:

Please submit your CV and a short cover letter detailing your relevant experience and what excites you about this role. CVs are to be sent to darrell.griffiths@novus-environmental.co.uk.