January 16th, 2026

PANDROL

JOB POSTING
Sales Manager

Job title:	**Sales manager**
No. of position (s):	**4:** - **1 for UK Markets** - **1 for Central Asia** - **1 for Eastern Europe & Middle East** - **1 for Scandinavia**
Reports to:	**Reporting to Regional Sales Manager**
Direct Reports:	**N/A**
Location:	**at a Pandrol site in Europe**
Contract type/hours:	**Permanent / Full-Time**
Language(s) required:	**English / another language according to the arez**
Travel:	**Frequent travel**

About Pandrol, our values and the role

Employing over 1700 people worldwide Pandrol maximises railway availability, safety and sustainable lifetime value. We define the industry standard for rail fastening systems and aluminothermic welding. We've created rail infrastructure in more than 100 countries. Our capabilities extend to manufacturing castings and plastics, track electrification, and creating equipment for track construction, fastening installation, and welding.

We expect our employees to operate in line with **Pandrol's Core Values**:
We are accountable, we show courage, we are committed, and **we care**. These core values are shared principles we already uphold and want all our employees to be guided by.

The role description

Market and promote the sales of Pandrol products through proactive regular contact with Customers, Agents, Consultants, Suppliers, other stakeholders such as Government officials and Contractors to secure sales orders. This role involves developing sales strategies and building strong relationships to achieve and extend sales targets, contributing to technical and commercial value for Pandrol's propositions. Develop new and existing markets through regular visits and formulation and implementation of marketing plans and Customer Relationship Management in conjunction with the Regional Head of Sales to generate sales.

What's expected - key responsibilities and accountabilities

- ✓ To present and promote Pandrol's products and services in a technical and engineering bias to the relevant bodies and people within Pandrol's customer and potential customer portfolio.
- ✓ Analyse market trends and competitor / customer activities to identify and develop new business opportunities. 'Opportunities' for Pandrol are very much defined by an entrepreneurial, highly vigilant and highly networked sales approach.
- ✓ Monitoring of and developing sales pipelines in line with the sales targets. This includes identifying potential new markets and sales channels.

PANDROL

- ✓ Extensive relationship building with any part of a rail infrastructure project, for example, engagement with project Teams, RAMS and sleeper plants etc.
- ✓ Investigate and Identify project leads and developing relationships with these key contacts.
- ✓ Manage customer accounts and lead negotiations for key contracts. By establishing and maintaining a climate of trust and confidence within existing and potential customers to ensure our position as market leaders, our reputation for integrity, service, and development of railway technology. Though strong technical support and clear messaging early in the sales process.
- ✓ Arrange visits both inward and outwards of existing and potential customers to improve their awareness of Pandrol's development, design, and quality commitment.
- ✓ Build a clear definition of value and technical solution and assist in how this is presented.
- ✓ Effectively liaise with technical staff to resolve customer complaints and other technical problems to ensure that the highest level of customer satisfaction is maintained.
- ✓ Ensure compliance with company policies and industry regulations.
- ✓ Initiate innovative marketing aids and assist in their production to stimulate product interest.
- ✓ Represent the company and participate in networking at marketing events/exhibitions as necessary to enhance brand visibility.
- ✓ Mentor and assist other members of the team and working in conjunction with other sales managers in order to generate sales leads.
- ✓ Undertake other tasks that you are suitably trained and competent to complete.

What's required - knowledge, skills, experience, qualifications and attributes

- ✓ Preferably degree educated in a technical engineering discipline.
- ✓ Previous rail industry experience is essential.
- ✓ Experience of driving revenue growth in a target driven environment.
- ✓ Excellent communication, negotiation and presentation skills.
- ✓ Fluent English and advantageous to have other language skills.
- ✓ Analytical mindset with proficiency in ERP, Microsoft Office Suite and Sales analytics.
- ✓ Goal oriented, results driven and collaborative approach.
- ✓ Exceptional organisational and time management skills.
- ✓ Strategic thinker with a customer focused approach.
- ✓ Ability to adapt quickly to changing market conditions and solve problems.

How to apply

If you have a proven track record of achievement to match the requirements for this role, please email your application to: **emea.recruitment@pandrol.com** by closing date: **30 November 2026**.

If you would like to find out more about this vacancy, benefits or potential mobility options before applying, please contact **marie.ancelin@pandrol.com.**