EXEC CAPITAL

https://www.execcapital.co.uk/job/interim-sales-director-business-turnaround/

Interim Sales Director – Business Turnaround

Description
Location: London (hybrid), with extensive UK travel to branches and sales teams
Duration: 12 months
Commitment: 5 days per week, with some weekend preparation expected
Reporting to: Chief Executive Officer

The Opportunity

Exec Capital is retained by a confidential UK business — a c.£50m turnover organisation with around 400 employees, serving customers across construction, utilities, manufacturing, facilities management and the public sector — to identify an Interim Sales Director to lead a critical turnaround assignment.

The business has experienced a revenue decline of approximately 20% over the last three years. The mandate is clear: stabilise the sales function, reverse the downward trend, and set the business on a path back to sustainable, profitable growth.

The Role

Reporting directly to the CEO, the Interim Sales Director will take full ownership of the sales organisation during a pivotal 12-month period. Key elements of the assignment include:

- Conducting a rapid, thorough analysis of the current sales structure, pipeline, and performance drivers, and presenting recommendations for the future operating model
- Redesigning and rebuilding the sales structure, including recruitment of a permanent Sales Director as eventual successor and a supporting middle management layer
- Providing direct leadership to a sales force of approximately 60 people through a period of significant change
- Rebuilding pipeline discipline, forecasting accuracy, and account management practices across multiple sectors
- Working closely with the CEO and board to report on progress, risks, and recovery trajectory
- Travelling extensively across the UK to engage branch-level and field-based sales personnel

Responsibilities
What We're Looking For

- A proven interim or senior sales leader with direct experience of business turnaround or significant revenue-recovery assignments, not solely growth-phase leadership
- Experience managing and restructuring sales teams of comparable scale (50+ people), ideally spanning multiple branches or regions
- Strong track record in B2B sectors with long, complex sales cycles —

Hiring organization
Exec Capital

Employment Type
Full-time, Temporary

Beginning of employment
1st September 2026

Duration of employment
12 month

Industry
Construction

Job Location
London, South East, United Kingdom

Working Hours
9-5

Base Salary
£ 140,000 - £ 160,000

Date posted
August 9, 2026

Valid through
31.08.2026

experience across construction, utilities, manufacturing, FM or public sector markets is highly relevant
- Demonstrable ability to combine strategic diagnosis (structure, capability, market approach) with hands-on operational leadership
- Comfortable operating under board-level scrutiny in a high-pressure, time-critical environment
- Available to commit 5 days a week for the full 12-month duration, with flexibility for weekend preparation and extensive UK travel

Job Benefits

Salary of £140K to £160K depending on experience and client discussions. Plus Bonus. Maybe be day rate basis also depending on client.

Contacts

Confidentiality

Given the sensitivity of this assignment, the client's identity will remain confidential until an NDA is in place. Full details of the business, its structure, and the specific mandate will be shared with shortlisted candidates at that stage.