EXEC CAPITAL

https://www.execcapital.co.uk/job/managing-director/

Managing Director

Description

Bilston, West Midlands | £80,000–£90,000 + Benefits

Exec Capital is recruiting on behalf of a well-established SME operating within the specialist environmental services and industrial equipment sector.

This is a hands-on Managing Director opportunity leading a close-knit team of approximately eight employees within a growing and operationally focused business serving commercial and industrial clients across the region.

The business is seeking a commercially minded and operationally strong leader who can drive performance, support business growth, and lead from the front in a small company environment.

The Opportunity

As Managing Director, you will take overall responsibility for the day-to-day leadership and strategic direction of the business. This role requires a practical, visible leader who is comfortable balancing operational oversight, commercial development, team leadership, and customer engagement.

The successful candidate will be based within reasonable commuting distance of Bilston and will play a central role in maintaining a positive team culture while supporting the continued growth and development of the company.

Responsibilities

Key Responsibilities

Business Leadership

- Lead and manage the overall operations of the business
- Develop and execute business growth and operational improvement plans
- Ensure high standards of customer service and project delivery
- Drive commercial performance and profitability

Team Management

- Lead, motivate, and support a small team of approximately eight employees
- Foster a collaborative, accountable, and positive working culture
- Support staff development, performance management, and recruitment where required
- Maintain strong communication across all areas of the business

Commercial & Operational Oversight

Hiring organization
Exec Capital

Employment Type
Full-time

Beginning of employment
1st June 2026

Duration of employment
Perm

Industry
Industrial Equipment

Job Location
Bilston, West Midlands, United Kingdom

Working Hours
9-5

Base Salary
£ 80,000 - £ 90,000

Date posted
May 9, 2026

Valid through
31.05.2026

- Build and maintain strong relationships with customers, suppliers, and partners
- Identify new business opportunities and support sales growth
- Oversee operational planning, service delivery, and resource allocation
- Ensure compliance with health & safety and industry standards

Financial Management

- Manage budgets, forecasting, and overall financial performance
- Monitor KPIs and operational metrics
- Work closely with ownership/stakeholders on strategic planning and reporting

Qualifications

Candidate Profile

- Proven leadership experience within an SME environment
- Strong operational and commercial management capability
- Comfortable working within industrial, engineering, environmental services, facilities, or related sectors
- Hands-on leadership style with the ability to work closely with a small team
- Strong people management and communication skills
- Able to balance strategic thinking with day-to-day operational involvement
- Financially and commercially aware
- Based within commuting distance of Bilston

Desirable Experience

- Experience within industrial services, environmental services, engineering support, facilities management, or related sectors
- Background managing service-led operational businesses
- Experience driving growth within a small or medium-sized enterprise

Job Benefits

Package

- Salary: £80,000–£90,000
- Additional benefits package
- Long-term leadership opportunity within an established SME
- Autonomy and influence in shaping the future direction of the business

Contacts

About Exec Capital

Exec Capital specialises in executive and fractional leadership recruitment for SMEs, growth businesses, and investment-backed organisations across the UK.