

Business Head – Specification (North)

Location: Delhi NCR
Experience: 12+ Years
Shift: Morning
Working days: 6 Days
Employment type: Permanent
Vacancy: 1
Reporting to: Director - Specifications

About the Company

BSC Group is a bootstrapped, high-growth organization operating at the intersection of building materials, procurement, and project execution. Since inception in 2011, we have built a strong B2B foundation by delivering reliability, speed, and consistency across thousands of projects. Our model is simple but powerful—integrating sourcing, supply chain, and execution support under one platform.

We are now entering a decisive phase of growth. With expansion into new geographies, strengthening of leadership, and a clear roadmap towards institutional scale, we are building a structure that can support long-term value creation and a potential public market journey. This role is central to that ambition.

Role Overview

The Business Head – Specification will lead and scale the specification vertical, which is one of the most strategic levers of growth in our business. This role is responsible for influencing early-stage decision-making within projects by building strong relationships with architects, consultants, and clients, and converting those relationships into predictable, high-value revenue pipelines.

This is not a maintenance role. It requires building systems, creating market influence, and establishing the organization as a preferred partner in the specification ecosystem.

Key Responsibilities (KRAs)

- Develop and execute a national specification strategy aligned with revenue goals
- Build and manage relationships with leading architects, PMCs, consultants, and clients
- Create a structured pipeline of high-value commercial and institutional projects
- Lead negotiations and drive closures for large-ticket opportunities
- Build, mentor, and scale a high-performance specification team
- Work closely with sales, project execution, and supply chain teams to ensure seamless delivery
- Establish processes, reporting structures, and performance metrics for scalability

- Represent the organization in industry forums and strengthen market positioning

Why Join Us

This is an opportunity to build a business vertical with direct impact on enterprise value. You will work closely with the founding leadership and play a defining role in shaping how the organization scales nationally. The environment is entrepreneurial but disciplined, with a strong focus on profitability and execution.

Ideal Candidate Profile

- 12+ years of experience in specification sales, building materials, or interior ecosystem
- Strong network with architects, consultants, and institutional clients
- Proven ability to close large, complex deals
- Experience in building and leading high-performance teams
- Commercially sharp with strong strategic thinking and execution capability
- High ownership mindset with ability to operate in a fast-scaling environment

5-Year Growth Path

Year 1–2: Build and stabilize a high-performing specification engine

Year 2–3: Expand to multi-city ownership and scale team structure

Year 3–4: Lead national specification vertical with full revenue accountability

Year 4–5: Transition into a broader leadership role such as Chief Business Officer or National P&L Head