



Job Description

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Job Title Commercial Director - East Africa	Job Location Dar es Salaam	Category Commercial Management
Job Type Full Time	Job level Director / CXO	Industry Manufacturing
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Manufacturing: 4 Years
Secondary Industry -	Primary Category Commercial Management: 3 Years	Secondary Category -
Certificate -	Qualification -	

Summary

The main role of the Commercial Director will be to establish the company as the Leader in the Sub Saharan region.

Responsibilities

- You are required to follow company Health and Safety procedures to ensure the safety of yourself and others
- To work in accordance with requirements of the jobholder's role set out in the IMS, including but not limited to H & S, Quality, Environment and Corporate Responsibility (including Competition and Bribery Acts)
- To be custodian of standards and compliance systems
- To develop skills of direct reports to optimise individual potential to contribute to overall team performance and ensure sales force effectiveness as the key driver in the sales team
- Develop a committed and loyal commercial team through coaching, training and effective management to achieve high levels of performance
- Develop and maintain a stable, well-motivated and successful Commercial Team
- To develop a pipeline of young talents across East Africa
- Leadership of team to ensure that the Company's sales objectives are achieved in all sections including:

- o Distributors

o Exclusive Distributors o Retail

o Export

o Developers

o Contractors

o Sub-contractors

- Ensure sales targets are met in all product ranges
- Support the Sales and Marketing teams in developing the sales of non-core products
- Maintain overall control and management of pricing terms
- Ensure customer focus on delivering to the customer on time in full and invoice correctly
- To co-ordinate and optimize support from wider organization through effective communication establish new and current market penetration strategies and retention plans
- To manage the Commercial team to develop and deliver strategies to improve sales and profitability within the business
- Develop and execute sales strategy to take 50% of import product in Tanzania
- Execute annual marketing plan for the business
- Active participation in monthly Senior Management team meetings
- Control spending to agreed budgets
- Develop and implement business strategy to maximize sales and profitability across all product groups
- Lead the Marketing function to ensure that strategies are effectively delivered into the business
- Represent the company at appropriate customer, industry, and group events
- Bring new products to market to meet the changing needs of our customer base
- Communicate corporate sales strategy to gain understanding and buy-in from the wider Organisation
- Develop the company brand as a leader in East Africa
- Anything commensurate to complete your role

Education & Qualifications

- Degree in Business Management and/or Marketing and/or Related Qualification

Requirements

- To be of graduate caliber with strong business acumen.
- Ability to bring a high level of discipline, structure, and professionalism to the Commercial team.
- Ultimate professional in terms of sales management, possessing first-class communication skills.
- Sound financial understanding and accustomed to budgetary planning and working within budgetary on the Company's Senior Management team.
- Ability to establish and maintain high-quality partnership relationships with clients.
- High level of commercial awareness and appreciation with interpersonal skills necessary to perform a key role in the

Company's Senior Management team.

- High interpersonal effectiveness to develop & sustain robust relationships.
- Structured problem evaluation and solving skills.
- Management of people's performance and development.
- High levels of stamina and mental alertness, to be able to perform calmly and effectively under pressure.
- Excellent understanding of marketing and sales achievement through major customer development.
- Excellent communication and ability to influence at all levels.
- On a regular and frequent basis, update him/herself on issues affecting their role outlined in the IMS.
- Experience of working in a Multinational Company

Driving Licence

Not Required

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