



Job Description

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Job Title Lubricant Sales Manager	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Manager	Industry Oil & Gas
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Oil & Gas: 5 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

Lead, coach, manage and motivate the Lubricants' Sales Team to achieve maximum sales profitability, growth and account penetration within the Lubricants Market by effectively selling the company's products and value-added services and providing technical support to customers.

Responsibilities

Main responsibilities:

Strategy:

- Establishing strategic plans and sales objectives in line with company's targets
- Developing and implementing sales action-plans within different channels: key accounts, distributors, resellers, CODOs, export & retail network
- Surveying consumer needs & trends, as well as, tracking our competitors
- Analyzing country market trends and discovering innovative opportunities for growth
- Identifying new product prospects, and/or product, packaging, and service improvements

Sales/business development:

- Forecasting annual, quarterly and monthly sales goals
- Interacting with the LOB team to grow/maintain big accounts (mines, power-plants, etc.)
- Managing prospective clients and determining the frequency to solicit them to build a sustainable base for regional growth
- Achieve all budget targets

Management:

- Overall commercial responsibility of the lubricant business in the country
- Managing, training, coaching, setting goals and monitoring performance of sales representatives (ca. x people)

Operations:

- Preparing and reviewing annual budgets
- Interacting with colleagues from the LOB to discuss products strategy, technical support, value-added solutions as well as Sales & Operations processes
- Interact with CSL (customer service & logistic) department to guarantee maximum service level to customers
- Liaise closely with the Lubricant Blending Plant on production schedules and stock required to meet customer demand

- Reviewing expenses and recommending improvement
- Ensuring regular reliable and transparent reporting
- Responsible for all HSEQ issues related to the function and the assets of the company at Lubricant Customer and Dealership Sites

Marketing:

- Work with sales team to prepare marketing budgets in line with business objectives
- Carry out promotion and marketing campaigns activities supporting business growth and brand awareness, in liaison with group marketing team
- Monitor customer satisfaction regarding quality of products and services and solve/report immediately any issues that may compromise quality of products and services

Other responsibilities:

- Accountability is part of your leadership role. You are entrusted to implement the strategy and to manage the department. Being proactive and innovative, you are expected to be highly reliable, promote excellence, good governance and HSSEQ principles across the company and consider the company's reputation at all times in particular respecting the Code of Conduct.
- Being a role model, you are responsible for your personal results, along with the results of the department with a particular commitment to the development of the members of your team

Education & Qualifications

- Degree in Business, Chemical Engineering /Mechanical Engineering or any Science related subject

Requirements

Experience required:

- 5 Years' working experience in the similar roles or industry
- Computer Literacy (Intermediate) Excel, Word, Power Point
- Detailed understanding of petroleum products, market and logistics.
- Knowledge on lubes application points (equipment) and Exposure on sales and marketing procedures
- Product knowledge (lubes)
- Fluent in Swahili and English
- Detailed understanding of the planning and budget process methodology
- Excellent analytical skills at all levels
- Excellent comprehension skills to understand and interpret financial data and economics trends
- Should have written and interpersonal skills as well as excellent presentation,
- Effective communication and reporting skills across the business
- Attention to detail is required
- Valid Driver's License

Characteristics

Other Requirements/skills/competencies:

- Integrity, rigor and respect of governance principles
- Autonomy & responsibility
- Risk awareness
- Use of synergies, search for efficiency & performance
- Role model, people leadership and team development

Reporting To

Reporting to:

- Managing Director

Key working relations:

- Group Lubes Manager
- Finance department
- Tribologist

- Plant Manager and production team
- Marketing team

Driving Licence

Not Required

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