



# Job Description

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<b>Job Title</b> Senior Manager: Asset Optimisation	<b>Job Location</b> Dar es Salaam	<b>Category</b> Sales
<b>Job Type</b> Full Time	<b>Job level</b> Senior Manager	<b>Industry</b> Telecom Services & Equipment, Real Estate

## Open to Expatriates

Only Open to Tanzanian Nationals

## Minimum Requirements

<b>Min Budget</b> -	<b>Max Budget</b> -	<b>Primary Industry</b> Telecom Services & Equipment: 5 Years
<b>Secondary Industry</b> Real Estate: 6 Years	<b>Primary Category</b> Sales: 9 Years	<b>Secondary Category</b> -
<b>Certificate</b> -	<b>Qualification</b> -	

## Summary

Responsible for managing a team of individuals/vendors who will contact company's international ground owners in an effort to develop relationships enabling the company to secure necessary asset optimization transactions to achieve its goals

## Responsibilities

- Manage a team of Asset Optimization Specialists, Asset Optimization Coordinators, Asset Optimization Analysts and Independent Contractors to secure both Company and non-Company assets through Asset Optimization department programs.
- Review and assess performance data that includes sales, financial and activity reports to monitor and measure departmental productivity, goal achievement and overall effectiveness of programs.
- Approve ground lease buyout transactions that meet Company-approved investment parameters.
- In coordination with the AO Director - International and VP, Asset Optimization, evaluate real estate transactions that require additional financial analysis to determine the strategy for securing or acquiring key Company assets.
- Manage relationships by monitoring staff and CRM ensuring all ground owners are contacted on a consistent and regular basis.
- Review and ensure financial analysis for all transactions are accurate and reflect any expected market and business changes.
- Coordinate with International management teams on extension and expansion transactions for approvals outside of assigned approval limits.
- Support Asset Optimization Specialists and Supervisor by managing challenging negotiations and proposing resolutions to complete the transaction.
- Plan and implement departmental protocols to increase productivity; identify potential gaps in service, and facilitate departmental goals as requested.
- In coordination with the AO Director - International, develop processes and coordinate with other departments to facilitate successful execution of departmental and organizational goals.
- Responsible for negotiating and sustaining Independent Contractor/Vendor contracts.
- Responsible for the creation and calculation of staff bonus plans and payouts.
- Provide management reports on staff and transaction status on a regular basis or as requested.
- Plan and allocate resources to effectively staff to meet departmental goals.
- Ensure accurate and complete information is captured in the customer relationship management (CRM) system and provide data checks as needed.
- Coordinate with IT department to implement and modify business software systems to effectively increase overall functionality and streamline internal processes.

- Other projects and duties as assigned.

## **Supervisory Responsibilities**

- Work with Talent Acquisition to recruit, interview, select, hire and employ a talented and diverse group of high-performing team members.
- Provide oversight and direction to team members in accordance with the organization's policies and procedures.
- Coach, mentor, and develop team members, including overseeing new team member onboarding and providing career development planning and growth opportunities.
- Empower team members to take ownership of their job and goals. Delegate responsibilities as needed and provide routine constructive feedback on performance.
- Create a culture that is consistent with the organization's focus on team member engagement and that aligns with the organization's mission, vision, and values.
- Lead team members using performance management and development-focused approach to assist in goal setting, two-way feedback, and performance development planning. Lead team members to meet the organization's expectations for productivity, quality, and goal accomplishment.

## **Education & Qualifications**

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- Bachelor's Degree in Sales or Business Development

## **Requirements**

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- 5-10 years of sales or business development experience preferably in real estate
- 3-5 years Extensive knowledge of building business relationships
- Extensive knowledge of Real Estate acquisitions including, but not limited to, zoning, contracts, and title.
- Basic knowledge of reading surveys and comparing them to title commitments and policies.
- Ability to successfully manage and motivate individuals to meet and exceed company goals.
- Ability to successfully manage multiple tasks requiring a high level of involvement.
- Must demonstrate knowledge and ability to work with MS Word, Excel, and database software.
- Extensive knowledge of building business relationships.
- Extensive knowledge of Real Estate acquisitions including, but not limited to, zoning, contracts, and title.
- Basic knowledge of reading surveys and comparing them to title commitments and policies.
  
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## **Characteristics**

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- CRM Technologies
- Cross-Selling
- Financial Forecasting and Modeling
- Lease and Property Management - Real Estate
- Profit & Loss Management
- Real Estate Property Data Analysis
- Real Estate Sales Closings and Agreement
- Selling
- Business Performance Management
- Customer/Market Focus
- Decision Making and Critical Thinking
- Leadership
- Matrix management
- Negotiating
- Teamwork

## **Driving Licence**

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Not Required

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