



Job Description

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Job Title Zonal Sales Manager	Job Location Morogoro	Category Sales, Operations
Job Type Full Time	Job level Manager	Industry Renewable Energy
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry -
Secondary Industry -	Primary Category Sales: 5 Years	Secondary Category Operations: 3 Years
Certificate -	Qualification -	

Summary

The Zonal Manager will be responsible to oversee of sales teams in more than one region and the development of the strategy, planning, budgeting and management of the execution of the Zonal Sales plan to achieve the sales goals within the zonal area. This position requires a seasoned sales manager to ensure that sales strategies, processes & key sales activities are being instituted and that sales goals are being met. The Zonal Sales Manager responsibilities include leadership & performance management of the sales team, cost of management of sales budget and training of sales team to meet the zonal sales targets.

Responsibilities

Business Manager – Planning to Expand Business Customer Base

- Develops the annual sales, distribution, plan & budget based a deep understanding of the market driven by customer insights, our partnerships & market opportunities.
- Conducts regular research local customer trends & competitor activity.
- Assist the business maintains a level of profitability by achieving targets and following various SOPs while maintain an acceptable company threshold for operational cost.- at least 30% of time should on assisting the business maintain level profitability by achieving targets.
- Recommend & develop proposal for marketing investment opportunities In line with the company SOPs

People Manager – Build and Nurture Talent

- Motivate and influence the sales team to ensure that the team stays motivated and focused to achieve their targets.
- Subordinates effectiveness:
 1. Regular review of Department KPIs, performance assessment vs KPIs along with related
 2. Internal and external reporting
 3. Ensure staff understands the context of their roles in relation to company's strategy & values
 4. Ensure staff in your department when performing their duties exhibit proper / acceptable behaviour
 5. Regular train, monitor, evaluate and ensure there is 100% adherence of the sales policies & processes by the sales team.
- Periodically conduct performance reviews with team to confirm performance and development plans
- Co -Develop training programs and plans for sales team as well as training evaluation tool evaluation
- Coach the team, give feedback and develop talent internally – at least 50% of time should be spent on talent development;
- Ensure staff have the resources they require to perform their work
- Regularly visit areas within your region.

Customer Manager –Foster Customer Engagement

- Identify & recruit new partners' that the company can collaborate with, capitalize on each other's' comparative advantages, complementarities and synergies based on our goals of transforming the agricultural sector – at least 5% of time should be spent on identify and recruiting new partners.
- Manage the partnerships within your zone to leverage their various accessibility opportunities to meet target our target customers' to promote, create awareness and sell our service offering – at least 15% of the time should be spent on managing these partnerships
- From time to time meeting with customers to confirm customer satisfaction
- Manage & facilitate sales team to effectively manage their customer portfolio and ensure that delinquency is as per the agreed threshold – at least 15% of the time should be spent on managing portfolio

Education & Qualifications

- Bachelor's Degree (Marketing, Sales or related field)
- Minimum of 7 years of sales related work experience
- 3 years proven experience in sales management
- Leading and managing sales team.
- Problem solver, analytical & detail-oriented.
- Good communication & sound organizational skills.
- Competent in Microsoft Office
- Good financial understanding
- Excellent communication skills & sound organizational skills
- The ability to work under pressure and resolve conflict.

Requirements

- At least 7 years' experience working in a generalist with 3 years managing sales team
- Knowledge & Understanding of Sales Process, Planning, Management, & Operations.

Driving Licence

Not Required

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