

Regional Training Officer - Coast Region

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Company: SunCulture Kenya Limited

Location: Mombasa

Category: other-general

Position : Regional Training Officer

Location: Coast Region

Reporting to:Senior Regional Training Manager

Tenure Full-time

About SunCulture

Founded in 2012, SunCulture's Vision ~~is~~ *to build a world where people take control of their environment in rewarding and sustainable ways* . SunCulture does this ~~by~~ *developing and commercialising life changing technology that solves the biggest daily challenges for the world's 570 million smallholder farming households*. We are the largest distributor of solar water pumps / solar irrigation for smallholder farmers in Africa and were selected by Fast Company as one of the World's Most Innovative Companies in 2021. Here is a good explainer video recently made by . Over the last 5 years the company has grown significantly and now employs 400+ people around the world.

About the Role

As the Regional Training Officer (RTO) you will be responsible for training and empowering the sales team with the knowledge and skills required to meet their sales targets. To prosper in this role coaching will be your daily role and your passion should be in training and working with diverse teams. This role requires 80% travel. You will be based in your respective region

with frequent travel to other regions to support the sales teams as and when required.

Key Responsibilities

Actively participate in the recruitment and selection process of new sales agents in the region

Onboard all new sales agents by scheduling the orientation process, training the agents on the sales process,

Assist in the development of a training curriculum and ensuring the training conducted is as per the training curriculum

Do data clean up for your region to ensure that Sales Agents are properly mapped according to the cluster that they currently belong to every week

Using the data on BI develop the individual coaching plan for each sales agent and ensure all resources needed by the agent are provided.

Coaching each agent by observing what they are doing and providing guidance whenever needed,

Identifying the knowledge gap among the sales agents by spending more time with them in the field and giving a necessary recommendation in filling the gaps,

Developing training materials, conducting training sessions, evaluating and recommending areas for improvement

Supporting the training financial objective by ensuring training activities are within budgets allocated and controlling costs.

Ensuring all training done is towards achieving the sales strategy in place and reporting on the impact of the training program.

Developing training courses, uploading on the learning management system and assigning the courses to respective departments.

Does This Sound Like You?

Bachelors degree in a related field

Passionate about developing others' capabilities and empowering those around you.

Willing to gain experience in 'doing' what is being asked of others before learning how to train it.

Effective communicator in front of small-medium sized groups of people.

Comfortable with ambiguity and experience working in a dynamic environment.

Have discretion in using budgetary allocations for the region and/or department

Experience in solar/ off-grid pump systems would be an advantage.

Experience working in a start-up would be an advantage.

Experience training experientially would be an advantage

Work experience as a sales agent is an added advantage

Experience in driving and a valid driving license is added advantage

Interested?

Please apply online via this job portal. We respond to all candidates; however only shortlisted candidates will be interviewed.

Please Note

SunCulture is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to age, ancestry, color, family or medical care leave, gender identity or expression, genetic information, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, race, religion, sex (including pregnancy), sexual orientation, or any other characteristic protected by applicable laws, regulations, and ordinances.

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