

## Trade Development Representative - Nairobi West

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Company: Fuzu

Location: Nairobi

Category: other-general

### Job Summary

Contract Type:

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### Key Competencies Criticality (H, M, L)

History of recruiting and managing exceptional high performing commission only sales agents while delivering results including : Retail agents/dealers, foot soldiers and centre of influence people - H

Proven track record of exceeding team sales targets while managing a team of at least 10 people - M

Eagerness to work for success based performance and not just a salary - H

Good knowledge of agency sales model and must demonstrate understanding of how to manage, motivate and drive performance through agents and indirect channels - M

Willing and able to get down and grubby on the ground in the areas we operate. Tactical, scrappy, relentless - H

Have exceptional interpersonal skills capable of influencing and delivering results in a highly cross functional role plus excellent communication skills both written and verbal - M

### Mandatory Criteria if Any with no exceptions to hire:

Must have owned a team sales number and demonstrated high performance

Must have managed a team on the ground in the field, preferably within the communities we serve

Must have operated in a business with similar Values and DNA to Poa! to ensure cultural alignment

## **Responsibilities**

### **Overall Responsibility:**

Recruit, engage, activate and generate revenue from commission only agents. Leverage business by activating and improving commission only agent productivity.

### **Financial:**

Responsible to hit a target of 1265 new installations in first 12 months of joining while adhering to the prescribed sales process laid by Poa Internet.

### **People:**

Responsible to recruit a team of 50 commission only agents in the first 12 months from joining date.

### **Key SMART Results for A-Player**

Recruit a team of 51 sales agents in first 12 months from date of joining- First 12 months of joining

Ensure an average of 50% of total agents recruited as active agents at any given month- First 12 months of joining

Responsible to generate an average monthly productivity of 6 sales per agent- First 12 months of joining

Responsible for generating 1265 new installs in the first 12 months from date of joining by recruiting, engaging, activating the commission only agents- First 12 months of joining

### **Level of Management Experience Required (Mandatory & Nice to Have)**

Mid supervisory level management with not less than 3 years of sales experience, 1 year of which should have been spent leading a > 5 sales team

### **Department stage of development where this role sits**

Scaling

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