

Job Specification - Roaming Country General Manager

Select Advisors (Pty) Limited

Reporting Line

The incumbent will report to the Chief Executive Officer.

Main Purpose of the Role

The Roaming Country General Manager will be responsible for maintaining a leadership role and ensuring the accomplishment of the organisation's strategic business plan objectives. This includes developing and executing a sales and marketing program to significantly increase market penetration levels, managing the collections environment, enhancing processes and infrastructure for growth, and disseminating the Select Group's business and performance culture throughout the business.

Key Deliverables of the Roaming Country General Manager

1. Sales & Marketing:
 - i. Develop and implement marketing campaigns to drive retail sales in a cost-effective manner.
 - ii. Manage the sales team(s) daily, weekly, monthly to ensure achievement of targets.
 - iii. Conduct market research/assessments to identify new product areas.
 - iv. Oversee and train all sales staff to enhance an entrepreneurial mindset.
 2. Operations:
 - i. People management: Oversee the development of Select's staff to ensure their growth and integration into the teams.
 - ii. Recruit and hire effective individuals to achieve stated goals and foster an entrepreneurial culture.
 - iii. Provide relevant training and development to all staff to enhance sales performance.
 - iv. Prepare and continuously maintain business plans with a focus on sales growth.
 - v. Work with Group IT to ensure ongoing maintenance and readiness of office information systems and infrastructure.
 - vi. Oversee day-to-day administrative functions to ensure smooth operations with a sales-driven approach.
 - vii. Stay up to date on relevant legislation and regulations to drive compliance and growth.
 3. Financial Management and Oversight:
 - i. Work closely with Group Finance to manage and oversee financial and business planning activities.
 - ii. Develop budgets, forecasts and management reports with a focus on sales performance.
 - iii. Collection and communication of relevant business metrics to drive sales growth.
 4. Collections:
 - i. Manage the entire collections function, including primary, secondary and pre-legal clients, with a focus on maximizing collections and maintaining strong relationships both with Government and employers.
 5. Relationships:
 - i. Develop and maintain harmonious relationships within Government and the private sector in order to drive market intelligence and sales.
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The Candidate

We seek the following in our desired candidate:

Qualification Requirement

A relevant tertiary qualification will be advantageous but is not essential.

Experience / Background Preference

1. Candidates should have a minimum of seven years to ten years' relevant, working experience with a strong sales and entrepreneurial focus.
2. A strong sales driven background is essential.
3. Prior experience managing operations in various African countries is essential.
4. Prior experience in the Microfinance Industry will be highly beneficial.
5. Extensive knowledge of the financial landscape in African regions is essential.
6. Candidates must have a willingness and ability to travel extensively across African regions.
7. A strong command of English, both written and verbal, is a requirement of the job.

Key Competencies

The successful candidate will need to demonstrate the following ability:

1. Highly driven with a strong sales drive/focus and confident entrepreneurial mindset and spirit.
2. Strong interpersonal and communication skills, both verbal and written.
3. Strong problem-solving and negotiation skills with a focus on driving revenue growth.
4. Strong presentation skills to pitch new products and initiatives.
5. Demonstrated ability to work collaboratively in cross-functional teams.
6. Strong analytical skills, with the ability to assess complex situations and use creativity to solve problems and drive innovation.
7. A self-starter who shows initiative and assumes responsibility for sales projects and entrepreneurial ventures.
8. Ability to prioritize and handle multiple tasks within strict time frames within a fast-paced environment with a focus on driving sales performance.
9. High energy levels with an entrepreneurial drive.
10. Strong attention to detail with a strategic mindset.
11. The ability to debate in a constructive manner and to challenge conventional wisdom to drive sales growth.
12. The ability to build strong relationships with team members, company management, and clients to foster a sales-driven culture.

Location

The position is based at our Johannesburg office located at Illovo Edge Office Block, Building 4, 9 Harries Road, Illovo, Sandton.

However, this role will entail extended travel to the various countries of operation in Africa. It is envisioned that the role will require the incumbent to be based in the country of operation for 85% of the time.

Compensation

An annual cost to company remuneration package, which will be commensurate with the technical skills and experience of the successful candidate.

Please forward applications to Tracey Strong: strongt@africanalliance.com

If you do not hear from us within two weeks, please consider your application for this particular vacancy unsuccessful. In this instance, please be assured that we shall retain your application and will be in touch should a suitable opportunity arise in the future.