



Job Description: Sales Force Performance Manager

Position Overview: The Sales Force Performance Manager at J-Palm Liberia will manage and coordinate company's efforts to provide customized support to its sales agents and supervisors, to ensure that the company meets its overall sales goals. The sales department at J-Palm Liberia is comprised of several different channels, and supported by more 100 sales reps. Our goal is to grow our sales force to more than 500 Sales Reps by the end of 2018.

To achieve this goal, we need to develop strategies to continuously provide training, support, coaching, and mentorship to the sales force. The Performance Manager will lead this task by first meeting with all sales agents and staff to understand their workflow, needs, and challenges. Based on insights from these meetings, the Manager will then develop a comprehensive strategy to remove constraints and bottlenecks that prevent sales agents from meeting their targets.

Beyond the sales numbers, the Performance Manager is also tasked with the responsibility to develop deep relationships with all sales agents and help develop other programs and initiatives that enrich the lives of the sales force.

Application Deadline: Monday July 23, 2018

Primary Duties and Responsibilities:

1. To develop and implement a comprehensive framework to maintain superior performance for all members of the sales team
2. Create and continuously update files on all sales reps, with biographical as well as sales performance data
3. Host at least 2 meetings with all sales reps a month, to assess performance and challenges, and recommend measures to management to better respond to the sales agents' needs
4. Actively monitor daily sales performance of all sales reps. Provide positive reinforcement to sales reps who are performing well. Host conferences with underperforming agents to understand factors contributing to underperformance. Work with them to develop strategies to improve performance.
5. Research and design company-wide programs and policies to address constraints to sales force effectiveness

Ideal candidate:

1. At least four years of experience in marketing, sales, customer service, and/or human resources development and coaching
2. Passion for working with young people, and proven ability to achieve specific results
3. Strong customer service mindset
4. Undergraduate degree in business, social sciences, or related field
5. At least two years of experience in a supervisory role in a sales/ marketing position

How to Apply: Email your CV and cover letter to jpalmliberia@gmail.com. Address your letter to:

Sales Manager
J-Palm Liberia
Duport Road World Wide Junction
Paynesville, Liberia

Deadline is July 23, 2018