

Austell Job Profile

Job Holder	
Job Title	Regional Sales Coach (RSC) – Sales Division
Business Unit	Austell, Sales Department
Geographic Location	Gauteng South
Name & Title of Direct Superior	Business Unit Head (BUH) – Sales Division
Number of Immediate Subordinates/ Direct Reports	10

Main Purpose of Job
<ul style="list-style-type: none"> • We are looking for a Regional Sales Coach to expand our customer base and mentor our Sales Representatives as they build a career at Austell. • To be successful in this role, you should have previous experience managing the operation of a team while taking accountability for reaching targets. You should also be able to remotely supervise a sales team and set profitable goals. Our ideal candidates combine excellent communication skills with a strategic mindset. • Ultimately, you will ensure your area of responsibility meets and exceeds the expectations of our business objectives and contributes to our company's success in the long run. • Coaching of the Sales Team is of the utmost importance, to ensure that the team members stay up to standard and relevant in the field they work in.

Key Performance Area (Core essential responsibilities-outputs of position)	
1	<p>Responsible for Sales:</p> <ul style="list-style-type: none"> • Create regional sales plans in alignment with business objectives • Support representatives & key account managers with day-to-day operation • Evaluate customer and individual performances • Report on regional sales results • Identify hiring needs, select and train new sales representatives • Deliver the annual budget for the area of responsibility • Analyse regional market trends and discover new opportunities for growth • Address potential problems and suggest prompt solutions • Participate in decisions for expansion or acquisition • Suggest new services/products and innovative sales techniques to increase customer satisfaction • Continually update own knowledge and provide training and coaching to staff on a regular basis • Conduct field visits with staff to evaluate performance & marketing strategy execution • Develop a strong and cohesive team that supports each other
2	<p>Daily & Periodic Duties:</p> <ul style="list-style-type: none"> • Attend & host daily huddle meetings • Execution of daily 4Dx lead measures • Deliver daily sales goals • Daily system compliance on Repwise, Power BI, Smartsheet, Sweet process (SOP) • Attend & host sales team weekly accountability meeting • Submit & Manager sales team weekly 4Dx results • Submit weekly route planner • Attend & host sales team monthly accountability meeting • Submit monthly business review report • Submit monthly travel planning • Deliver monthly 4Dx requirements • Deliver monthly sales target

	<ul style="list-style-type: none"> • Complete quarterly business reviews • Deliver quarterly sales goals & expectations • Attend half year cycle meetings & annual conference • Attend head office meetings
3	Product Knowledge: <ul style="list-style-type: none"> • Updated product knowledge • Competitor knowledge and • Market knowledge and understanding

Minimum Requirements

EDUCATION

- Matric
- BSc/BA in business administration, sales or relevant field

EXPERIENCE

- Minimum 5 Year Sales Representative Experience
- Preference will be given to internal candidates
- Previous management experience will be an advantage
- Experience in sales and providing solutions based on customer needs
- Strong communication and interpersonal skills with aptitude in building relationships with professionals of all organizational levels
- Excellent organizational skills
- Ability in problem-solving and negotiation

SKILLS/PHYSICAL COMPETENCIES

- Repwise
- Power BI
- Smartsheet
- Sweet Process (SOP's)

BEHAVIOURAL QUALITIES

- Professional Attitude
- Goal Oriented and Ambitious
- Self-Motivated and Accountable
- Strong & Effective Communicator
- Customer Relationship-oriented
- Results Oriented
- Good Business Judgement
- Must be able to build, coach & improve a sales team
- Must be a master of Change
- Must be able to build Trust & Enthusiasm

DESIRABLE SKILLS & EXPERIENCE:

- Minimum 5 Year Sales Representative Experience

General working conditions (e.g. shift work, drivers' license, specific tools, special clothing, environmental requirements, etc.)

- Motor Vehicle
- Driver's License
- Laptop
- Product Information

Travel

- Regional Sales Coach must live in the area that he/she is responsible for as weekly meeting attendance with teams are required for this position
- Regional Sales Coach will be required to travel 80% of their time calling on customers & coaching representatives

KPI Quality Standards

- Regional Sales Coach will be trained on responsibilities & expectations during on-boarding process
- 4Dx Measurement & Expectation will set performance standard
- Demerit system will be used to manage errors and non-compliance

Approval

Manager		
	Signature	Date