Field Sales Manager - Nairobi, Kenya

Envirofit International (www.envirofit.org) is a multi-national corporation headquartered in Colorado, USA, with a mission to develop and disseminate technologies that reduce pollution and enhance energy efficiency in developing countries. The company designs, develops and distributes well-engineered energy products for low-income markets that have traditionally been overlooked. The development of products and markets is a rigorous process that requires design, validation, manufacturing, quality control, supply chain management, distribution, and inventory management, sales and marketing.

Envirofit is the leading manufacturer of Clean Technology Cookstoves and is also launching a premium Solar Lighting product line. Envirofit is continually developing products to meet sector demands and has a relentless focus on quality, durability and customer service. Envirofit is rapidly expanding in Africa. Our regional office in Kenya is looking for Field Sales Manager to be based in Nairobi.

Duties and Responsibilities

- Inputs into the creation of field sales strategy and organizational design
- Leads the implementation & optimization of field sales operations
- Leads the recruitment, training & development of a best-in-class field sales team.
- Holds direct reports and all team members accountable for effective delivery of personal targets, mentoring and developing their capabilities as appropriate
- Co-creates, manages and update sales forecasts & operating budgets in a timely manner
- Ensure effective control of budgets taking corrective action to ensure that achievement of sales objectives happens within designated budgets.
- Ensures timely and comprehensive feedback from the market place regarding changing circumstances and competitor initiatives.
- Analyses the effectiveness of field sales activities, extracts learning, recommends corrective action and shares with relevant stakeholders
- Works closely with marketing colleagues to ensure full integration of sales & marketing plans
- Prepares and disseminates sales reports in a timely manner, showing achievement versus target, future potential and new areas for business expansion.
- Manages business relationship with Company-appointed Distributors, ensuring that:-
  a. Written agreements are in place clearly defining roles and responsibilities
  b. Company pricing and trade terms are adhered to
  c. Distributors and their out-bound points-of-purchase have sufficient stocks at all times
  d. Distributors operate within their assigned geographies
  e. Warranty forms are returned to the Company in a timely and complete manner
  f. Joint business plans exist, are implemented in full and on time, regular performance reviews are held, & that outcomes / revised plans are documented and signed by both parties
Key Competencies

- Implements sales strategy with clarity of purpose
- Self-starter who does not require daily supervision and who operates calmly under pressure
- Natural business acumen with strong negotiation skills
- Continuously improves field sales operations based on data analysis and market-based insight (in consultation with line manager)
- Able to motivate and lead a large dispersed team
- Excellent supervisory and leadership skills (planning & organization)
- Total focus on the delivery of targeted results (holds self and others accountable)
- Excellent communication skills, both written and verbal
- Highly-developed complement of sales professional skills
- Genuinely motivated to offer excellent customer service

Desired Qualification and Experience

- Bachelor’s degree in Sales & Marketing or Business; 10+ years’ experience in sales management, with 5+ being in a senior functional leadership position
- Evidence of having successfully led the implementation of a new route-to-market strategy
- Minimum of 3-5 years should be in a rapid sales growth environment, preferably building a sales team from scratch and/or creating sales for a completely new product category
- Evidence of successful Distributor identification, appointment and management
- Willingness to travel on average 4 days a week
- A valid Kenyan Driving Licence

Applications

Applications should be sent to the Human Resources Manager, Kenya using the following email Jane.kamene@envirofit.org.