



JOB DESCRIPTION

Position title	Sales Manager
Location(s)	SPOUTS Head Office, Stensera Road Uganda
Reporting line(s) and networks	Reports to the SPOUTS Chief Executive Officer. Responsible for management of a variety of sales operations across Uganda including line management of Sales Team Leaders and the Corporate/NGO Senior Associate.
Special conditions	Some travel will be required between the SPOUTS head office, the factory at Nakawuka and other parts of Uganda in response to the demands of the sales program.
Position Summary	The Sales Manager is responsible for maximising the sales potential of SPOUTS by developing strategic sales plans to expand the customer base, build the Purifaaya as a preferred water filter in Uganda and achieve growth and performance targets for the sales team. The Sales Manager is required to coordinate commercial and Aid sales programs and ensure the achievement of sales targets to contribute to the success of SPOUTS as a sustainable social enterprise.
JOB PROFILE	
Duties and Responsibilities	<ol style="list-style-type: none"> Lead the positioning of the company's sales activities in order to capitalise on business opportunities and achieve and sustain sales targets in line with company objectives. <ul style="list-style-type: none"> Contribute as a member of management to SPOUTS' strategic planning and decision making. Maintain a business development plan covering sales, revenue and expense controls for existing products and services to support the growth and sustainability of the business. Implement the sales plan by working with lead staff to develop sales team action plans. Maintain sales volume, product mix, and selling price by keeping current with. Anticipate emerging issues based on changing supply and demand trends and feedback from the market and propose innovative responses to keep abreast of changes. Develop and maintain key customer and partner relationships to expand SPOUTS' customer base and ensure recognition of the Purifaaya as a preferred water filter product in Uganda. <ul style="list-style-type: none"> Develop and implement new sales initiatives, strategies and programs to grow sales and expand market penetration, particularly within the Direct to Consumer (D2C) Program. Build and promote strong, long-lasting relationships by partnering with senior contacts in Aid organisations, discussing their evolving needs, developing tenders and identifying ways to expand sales in the Aid sector. Identify emerging markets, market shifts and potential conflicts, ensuring a timely response to achieve positive outcomes for existing and potential



JOB DESCRIPTION

	<p>customers.</p> <p>3. Complete sales operational requirements by ensuring regular preparation of reports, scheduling and assigning employees; following up on work results.</p> <ul style="list-style-type: none"> • Ensure the preparation of accurate sales, revenue and expenses reports, analyse trends and results in relation to goals and present realistic forecasts to the management team. • Maintain data relating to partners, accounts and activities and document key partner interactions. • Ensure that all reporting of sales metrics is regarded as a priority by sales staff and that accurate and current information is available to reflect business results at all times. <p>4. Undertake employee management in order to deliver quality performance outcomes across the sales department.</p> <ul style="list-style-type: none"> • Manage, develop, coach, control, and motivate the sales force to develop their skill to ensure that a high professional standard is achieved and monthly sales targets are met. • Ensure there is a mechanism in place to monitor individual performance, assess progress and provide feedback to support individual development. • Assess the strengths and weaknesses of the sales team and manage the sales program accordingly, including undertaking recruitment and coordinating training as required to expand the sales program. <p>5. Demonstrate corporate responsibility.</p> <ul style="list-style-type: none"> • Always act in a manner consistent with SPOUTS' values. • Comply with the SPOUTS' standards of conduct and all applicable policies and legislation. • Represent SPOUTS in public and official forums, functions and joint ventures as required.
--	--

PERSONAL PROFILE:

Capabilities	<p>Within the context of the main responsibilities and accountabilities of the role, the employee is expected to demonstrate the following capabilities:</p> <ul style="list-style-type: none"> • Personal qualities of integrity, credibility, and dedication to the mission of SPOUTS. • Excellent communication and relationship building skills with an ability to prioritize, negotiate, and work with a variety of internal and external stakeholders. • Personal commitment to excellent customer service. • Applies broad-based knowledge to manage projects, account for resources and ensure compliance with relevant legislation and standards. • A successful track record in setting priorities, managing work demands and evaluating progress while remaining responsive to changing priorities. • Works autonomously, delegating appropriately to manage workload. • Uses initiative to develop new approaches and to encourage high performance outcomes.
---------------------	--



JOB DESCRIPTION

	<ul style="list-style-type: none">• Commitment to training staff to maximize individual and organization goals.• Works well in a multi-functional and multi-cultural team.• Fully proficient with Microsoft Word and Excel.
Qualifications/ Experience	Extensive proven experience managing and directing a sales program, customer relationship management and achieving sales targets, particularly in a developing country. A qualification relevant to the work of Sales Manager will be highly regarded.
Language requirements	High level of competence in spoken and written English language skills.