

JOB PROFILE

Job Title	Sr. Manager / Manager – Sales	Mercer Job Code	<i>For HR purposes only</i>
Group/ Region/ Area/ Country	West Asia	Hierarchy Level	<i>For HR purposes only</i>
Job Family - Sales and Marketing			
Production	Engineering and Industrial Services	Operations Management and Sustainability	
Customer Services	Logistics	Procurement	
Sales and Marketing	R&D / Technical Services	Human Resources	
Finance	IT	General Administration	

POSITION SUMMARY

In just a few sentences, broadly describe the main purpose of the job. Indicate what is done and why (outcome). i.e., answer the question, “Why does the job exist?”

If applicable, please also comment on shared or excluded responsibilities.

Managing and achieving the targeted Sales of products in the designated Geographical Region

- Identify and develop new business and market opportunities for Company products within the given territory.
Achieving the targeted Sales growth.
Monitoring and keeping customer recoveries under control.

KEY ACCOUNTABILITIES

List and describe the position’s key accountabilities in order of importance. As a reference, think about key accountabilities in terms of “Impact on Business” (i.e., business contribution, nature and scope of responsibility, risk and financial impact), “Innovation and Change” (i.e., range and diversity of activities, problems, processes, market dynamics and management challenges that need to be recognized and resolved) and “People Leadership” (i.e., management, motivation and development of staff as well as teamwork). Insert additional rows as needed.

- Assume prime responsibility for managing the area under control at targeted customers, Polymer packaging and Engineering plastics, brand owners and other potential accounts in the value chain.
- Responsible for achieving sales targets – Volumetric and Value wise.
- Develop customer relationships with key accounts in the entire value chains.
- Manage, motivate and develop the reporting team under him/her.
- Promote, Manage and deliver innovations in the area.
- Broadbase – go wider and deeper, analyse and develop to maximise the area potential.
- Work closely with various functions, segment teams to achieve area objectives

POSITION SCOPE

Provide information related to the position’s scope. If not applicable, indicate “n/a”

Reporting Line(s)	Solid line(s) to	Head of Sales – West Asia
	Dotted line(s) to	N/A
	Number of direct reports	2
	Number of total reports	2
	Number of dotted line(s) reports	
Performance Measures (i.e., personal revenue goals, other targets)	<ul style="list-style-type: none"> - % of achieving Sales volumes and revenues versus pre-defined sales targets for all segments. - % of new business generated versus existing sales. - Receivable Management - Timely submission of Sales & Marketing reports. - Level of customer relationship. 	

KNOWLEDGE, SKILLS AND ABILITIES

Indicate the education level, previous experience, specific knowledge, skills and abilities required to meet **minimum requirements** for this position.

Education (degree / diploma)	<ul style="list-style-type: none"> - B.E./ B.Tech - Chemistry / Graduate in Plastic/Polymer Technology with good knowledge of Indian chemical Industry - Degree in Management will be added advantage but not compulsory.
Experience (number of years)	Minimum 13 to 17 years of relevant experience in National level company / MNC in sales / commercial management.
Knowledge and skills (general, technical and soft skills)	<ul style="list-style-type: none"> - Strong analytical skills. - Strong and flexible communication skills in order to express ideas and issues to individuals from a broad range of cultural and professional backgrounds - Ability to think commercially and strategically in order to understand fundamental drivers of individual businesses - Willingness to accept accountability. - Highly motivated and results orientated person, perseverant, able to work with limited daily supervision. - Team player, excellent interpersonal & communication skills and understanding of different cultures throughout Asia. - Experience in Banking transactions and documentation will be an added skill
Other requirements (certifications, specialized training, languages and % of travel requirements)	<ul style="list-style-type: none"> • Good command of an additional local language, both oral and written, is an added advantage. • Willingness and ability to travel domestically and overseas as and when necessary. ~ 50% • Willingness to relocate

WORKING RELATIONSHIPS

Indicate the primary internal and external contacts (e.g. customers, suppliers and third parties) with whom the position interacts on a regular and recurring basis, and the purpose / nature of the relationship and service delivery. If describing a consulting role, indicate the typical client contacts (e.g., manager, vice president, CEO, board of directors). Indicate whether the contacts are typically domestic or international. If not applicable, indicate "n/a".

Internal contacts (and purpose / nature of relationship)	Sales Team, Plants(Operations), SCM, FIN, MDI, Distribution: coordination
External contacts (and purpose / nature of relationship)	Customers – deliver customer delight

ADDITIONAL INFORMATION / COMMENTS

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