Location - Belgaum

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| **JOB NARRATIVE** 1. *Job Purpose and Roles and Responsibilities of the Job*
2. *Outcomes/Value Add, Financials & Work Relations*
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| **Job Purpose:** * *Summarizes the main points of the job description which may include key responsibilities, functions, and duties*
* *Job Purpose is the prime objective for which the Job holder is responsible for. It is directly controlled by the Job holder*
* *Should contain 1 - 3 key points*
 |
| * Achieve sales of budgeted Manufactured and Bulk traded fertilisers
* Achieve sales of budgeted target for Speciality and Natural fertilisers
* Average debtors number of days not to exceed 30 days
* Achieve 100% Bensulf sales against target for the given geographical territory
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| **Key Accountabilities & Outcomes** |
| ***Key Accountability*** * *Main areas of accountability / key goals of the Job.*
* *Should contain five to Seven Key Accountabilities.*
* *Can be derived through Balanced Score Card Perspectives (Financial, Customer, Internal Process & Learning and Growth)*
 | ***Major Activities/ Tasks**** *The tasks under Key Responsibility that the Job holder is supposed to perform to achieve the business goals*
 |
| Management ofDealers / distributors to ensurehigh levels of servicedelivery in line with theoverall targets | * Identify, evaluate and select dealers / distributors in the given geography
* Define Service Level Agreements/ Delivery terms and finalize agreements with the selected dealers
* Evaluate & monitor distributor /dealers performance at regular intervals to address performance gaps effectively
* Ensure that issues raised by the distributors / dealers are addressed in a timely manner
* Monitor cash flows & over dues from dealers
* Monitor Dealer wise, product wise, month wise sales plans
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| Build a capable and motivated team to create a high performance teamenvironment | * Develop sales field team through structured training and on the job coaching
* Establish performance expectations and regularly review individual performance
* Recommend appropriate rewards and recognition
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| Brand Building | * Brand promotion, demand creation from dealers
* Market development activities in assigned area
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| Area Administration & Govt Liaisoning | * Proper administration of area office
* Regular interaction with Govt. authorities
* Subsidy Management
* Custodian of company assets and records.
* Ensuring statutory compliance
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| **Work Relations ( Internal and External)** |
| ***Internal Relations**** *Main interface of the Job Holder(Working relationships with Key stakeholders/ internal customers*
* *Other Job Holders that the Job holder have may to liaise, report or coordinate with*
 | ***External Relations**** *Main interface of the Job Holder(Working relationships with Key stakeholders/ external customers*
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| * Other area manager
* Zonal Manager
* Permeant Sales Promotors
* Other functional areas
 | * Farmers
* Dealers
* Sub dealers
* Government authorities
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| **Key Dimensions**  |
| ***Financial Dimensions**** *List the significant numerical data which will reflect the scope and scale of activities concerning this job such as budget, cost, revenue etc.*
 | ***People Dimensions**** *Mention the team size (direct reportees only) the Job Holder would have to manage for the scope of activities concerning to this role*
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| * As per annual budget
 | * Team Size – Handle team of front line sales managers & sales promoters
* Geographical Spread – Hubli & nearby areas
* Political & other complexities – Has to liaise / handle government authorities regarding availability of fertilisers and deal with farmers for handling customer complaints, if any
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| **ACHIEVEMENT PROFILE*** *What are the capabilities required by the Job Holder at this position*
* *Specify Knowledge ( technical expertise), experience, skills, behavioural competencies, personality required*
* *It depicts candidate profile for making hiring decision and helps incumbent profile for competency mapping*
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| **Education Qualifications / Background*** *State minimum qualification required by the Job Holder to work effectively on this position*
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| * B.Sc. / M.Sc. Agriculture/Horticulture/Agronomy & MBA in Marketing preferred
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| **Relevant and Total Years of Experience** * *Mention years of experience required for the job*
* *Elaborate more of the relevance / type of the job experience required by the role*
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| * Experience of 10 - 15 years in Agri inputs sales / marketing preferably in fertilisers / speciality fertilisers
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| **Technical/Functional Expertise*** *Stare minimum proficiency required on specific technical or functional skills required for the Job Role*
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| * Knowledge of products, rural markets, agriculture and farmers
* Selling skills
* Commercial acumen
* Risk assessing capability
* Credit management skills
* Analytical skills for cost minimization
* Knowledge of statutory regulations
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| **Behavioural Competencies *(List only 3- 5 specific behavioural competencies)**** *State behavioural competencies required to function effectively at this position*
 |
| * Customer Service Orientation
* Result Orientation
* Quick decision making capability
* Leadership skills
* Sincerity, honesty & integrity
* Presentation & communications skills
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| **Personality *(List only 3- 5 specific personality characteristics)**** *Write personal characteristics/ personality type that is suitable to work at this job level.*
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| * Ability to handle Team
* Adaptable to changing circumstances
* Leadership Skill
* Organised
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