



1 in 4 people do not have access to electricity

We are an equal employment opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, disability status, protected veteran status or any other characteristic protected by law.

JOB ADVERT: HEAD OF SALES & DISTRIBUTION

Job Location: Kampala with Frequent travel

Reporting to: Managing Director, Uganda

Job Tier Level: C₃

Direct Reportees: Regional Sales Managers

Job Purpose:-

Responsible for achieving the overall revenue target for d.light Uganda by aligning the sales team volumes of SKUs as per the budget. He/she shall coordinate the internal and external stakeholders to strategize effective plans and shall be responsible for executing the same to meet or over achieve the objectives prescribed.

Roles & Responsibilities

- Work closely with regional sales managers in monitoring daily, weekly and monthly pay Go and portables sales achievements against targets set,
- Set operational goals for Regional Sales Managers and derive business equation through increased active feet on the ground,
- Take ownership and accountability of adding active SEPs and ROs count in Uganda,
- Drive Key vectors like total active SEPs count and incremental productivity of sellers on ground,
- Plan result oriented activities like trade activations and formulate strategies on devising reward and contests for SEPs, ROs, TSEs, and TSMs for cost effective incremental sales,
- Communicate the results derived from activities and present a cost benefit analysis to key stakeholders,
- Responsible for sales team attrition and building future pipeline for performers in the team.

KPI's

- Deliver within the set targets (monthly and quarterly) on PAYGO and portables portfolio,
- Growth of active Regional operations and SEPs.
- Optimize sales Head count (numbers are active and within approved budget forecasts).
- Relationship Management score.



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Qualifications and Desired Experience

- Minimum degree in a business or related field acquired from a reputable university
- 6-10 years of experience in sales and distribution with capacity of managing large teams with high revenue models at a country / regional level
- Proven track record of hitting and exceeding targets and building partnerships
- Superior verbal and written communication skills, with an emphasis on tact and diplomacy
- Passion for social enterprise, development of people and environmental benefits
- Capacity to innovate, creating new processes and structures across distribution network.
- Demonstrate problem solving capacity – ability to create win-win situations while deriving desired numbers and outcomes
- Demonstrate strong leadership and team management – give direction, support teams on the ground, make decisions and mentor members to attain and surplus growth
- Multitask oriented, organized set priorities and meet deadlines and take pride in one's work.
- Strong mindset for continuous improvement and meeting or exceeding expectations and able to demonstrate complete discretion and confidentiality
- Excellent organization and time management skills
- Passion for social enterprise, development of people and environmental benefits.

How to Apply

Candidates who meet the requirements should submit their CV with a daytime phone number and copy of academic documents to recruitment.uganda@dlight.com with the email subject as "Head of Sales & Distribution" by 9th November 2021, 5pm.

About d. light

Founded in 2007 as a for-profit social enterprise, d. light manufactures and distributes award-winning solar products designed to serve more than 2 billion people globally without access to reliable electricity. With operations across Africa, Asia and the America, d. light has impacted close to 100 million lives with its products and solar solutions. For more information, visit www.dlight.com

