



S U R E S W I P E

JOB SPECIFICATION

REGIONAL SALES MANAGER



Sureswipe is disrupting the payment industry making card acceptance easy and accessible to all independents retailers. We are a results driven organisation where high performance is acknowledged and rewarded. An entrepreneurial and self-learning mind-set is encouraged and individuals who take the initiative are recognised and appreciated.

At Sureswipe we do things differently because we know that no two businesses are alike and in order to stand out we need to offer a consistent experience and tangible value. Our vision is to become the favourite payments service provider to all independent retailers across South Africa. Why? Because they work so hard at building and growing a business, that they shouldn't have to work hard at getting paid. To deliver our consistent client care means that we are passionate about our people. Investing in those who take the initiative and who understand and are acceptable to the changing dynamics of a business. If you're a determined self-starter with a curious and pro-active nature then Sureswipe is a fit for you.

Our organisational atmosphere is fast paced and energetic albeit sometimes a little noisy. We have a start-up culture and often have fun. Our team is passionate about client experience and are determined to make a difference in the lives of independent retailers by helping their business grow and succeed. In short we burn for independent retailers.

At Sureswipe we believe that together we can do better business!

Being the game changers in the industry has awarded us:

A Topco, Top Performer Finalist in the Fastest Growth category, and Winner of The Fast Track Performer for having met or exceeded the criteria as one of South Africa's Top Performing Companies as a result of sustained excellence in financial performance in 2010 & 2011.

A Deloitte's best company to work for top 10 award for two consecutive years in 2010 & 2011.

Best payment deployment in Africa for our Sureswipe Move, mPOS payment offering in 2015



Sureswipe complies with all the South African Reserve Bank and Payment Association of South Africa, regulations.

ROLE DESCRIPTION

PURPOSE OF THE ROLE

Sureswipe has developed a high performance sales organisation, which is made up of approximately 30 permanent sales team members in Western Cape, KZN and Gauteng, satellite sales offices in outlying areas and a growing network of independent sales managers/agents. They sell merchant acquiring services via stand alone, MPOS and integrated payment solutions, as well as a variety of value added products including gift and loyalty and cash advance. We require a strong leader with business acumen and an entrepreneurial mind-set to build on this strong sales foundation, drive consistency and growth across our Western Cape footprint and take full advantage of the incredible opportunity that lies in front of us. The role requires the development and implementation of business and operational strategies with a focus on growing sales for our traditional POS and Mobile products, and helping to make a success of the integrated POS opportunity. This role requires a leader to roll up their sleeves, get their hands dirty, lead from the front and produce results through their example, not their words.

MAIN OBJECTIVES:

- Drive the Sureswipe values and culture throughout the Western Cape – specifically a Region wide sales culture.
- Drive Regional sales/business development for Sureswipe (focusing on stand alone and MPOS by not only leading the sales team, but also by reaching their personal sales targets each month.
- Prepare a Regional sales strategy and budget (including action plan, detailed expense budgets and sales targets down to a gross margin level), gain approval and monitor progress against this strategy and budget to attain the objectives. (Drive this strategy across our region within a matrix structure)

- Drive Regional training and coaching programmes to ensure staff have growth plans in place and our working towards them, in tandem to the National sales growth strategy and in collaboration with the National Sales Manager.
- Work effectively with your regional Business Acquisition Managers to ensure alignment and effective implementation of the Regional sales strategy.
- Oversee the development of a Regional sales distribution network, ensuring alignment and operational efficiencies.
- Lead and inspire the Regional sales teams (this includes 6 – 8 Regional sales team members as well as the internal support departments that collaborate with Head Office support staff
- Direct and control the necessary resources, ensuring the recruitment and retention of well-motivated sales employees.
- Establish and maintain effective formal and informal communication with major customers, partners, team members and other relevant stakeholders
- Prepare and conclude the necessary contractual agreements to drive SureSwipe's growth.
- Develop and maintain an effective marketing strategy to promote the products, services and image of Sureswipe.
- Prepare the required ongoing Regional sales reports.
- Reach personal and Regional sales targets, it is non-negotiable for the RM to do personal sales

SKILLS

- A strong fit to the **Sureswipe** culture
- A proven record of success in senior management in a related industry
- Extensive knowledge of how to build a high performance sales organisation
- Strong B2B and Direct selling skills
- Disciplined and structured with the ability to drive habits/discipline in sales teams
- Eye for detail, need to dot the I's and cross the t's
- Strong on numbers and analytics
- Strategic thinker
- Passionate about building teams and developing people
- Strong turn-around skills and leadership maturity
- Proven selling skills and the ability to lead from the front in the field
- A basic understanding of financial management and wider management principles and techniques
- Leadership skills
- Excellent communication skills
- Excellent organisational skills
- Excellent analytical and problem-solving skills

WORK EXPERIENCE

1. A minimum 7 years' sales management experience in financial services or retail industry

QUALIFICATION

MINIMUM DEGREE

MINIMUM COMMERCIAL DEGREE

LONG TERM POTENTIAL OF THE CANDIDATE

Growth opportunities at Sureswipe are wide and varied. We are a dynamic and growing company that rewards great performance with not only the standard progression (take-my-boss'-job) path, but also offers exciting cross divisional opportunities to those wishing to expand their horizons.

REFERENCE REQUIREMENTS

External applicants must supply 3 current references (minimum 1 written) at the time of interview