



**Be an
inspiration.
Be Bayer**

At Bayer we're visionaries, driven to solve the world's toughest challenges and striving for a world where 'Health for all, Hunger for none' is no longer a dream, but a real possibility. We're doing it with energy, curiosity, and sheer dedication, always learning from unique perspectives of those around us, expanding our thinking, growing our capabilities, and redefining 'impossible'. There are so many reasons to join us. But if you're hungry to build a varied and meaningful career in a community of brilliant and diverse minds to make a real difference, there's only one choice.

Territory Sales Manager South (JO-2301-636)

Role purpose

- // Lead the territory team to maximize the value of our business and ensure realization of our commercial strategy in line with relevant KPI's.
- // Drive business growth for our CP offering as well as organizational changes

Key responsibilities and tasks

Territory strategy

- // To actively shape territory strategy and strategic decision making from a sales and customer point of view and ensure full understanding within sales organization.

Sales strategy

- // To define and implement a differentiating sales strategy fully consistent with country / marketing / customer strategy, to direct commercial policies / conditions and allocate human and financial resources accordingly.

Sales team

- // To build and shape his or her sales organization into a powerhouse, exceeding the relevant benchmarks in customer satisfaction, and making it the place to work for high performing salespeople in Ag (incl. sales incentive programs that activate the sales strategy).
- // To develop capabilities of his or her organization according to requirements future Go to Market strategy, benchmarks, customer satisfaction expectations. Specifically to coach and guide next level line management and sales talent, to ensure regular feedback and coaching, to deploy appropriate competency development frameworks.

Territory sales plan and delivery

- // To develop and implement an ambitious and consistent sales plan in line with country objectives as well as legal and compliance rules and obligations.
 - // To ensure delivery of forecasted results according to sales plan utilizing superior operative sales planning, forecasting, and monitoring (incl. price and product flow) mechanisms and KPIs, and taking timely and matching corrective actions in case of deviations from plan.
 - // To closely follow up, actively share with corresponding functions, esp. marketing, and dynamically respond to opportunities, issues, market changes incl. competitor moves, adjusting tactics as required.
- Other**
- // Ensure implementation of corporate guidelines and compliance policies

Experience, Skills and Qualifications

- // Tertiary qualification
- // Track record in leadership positions
- // Previous operational experience in customer facing positions.
- // Solid agricultural knowledge and understanding of local market environment.
- // Demonstrate Bayer leadership competencies, eg. build effective team, courage, strategic mindset, etc.
- // Demonstrate Bayer core competencies, eg. drive results, manages complexity, customer focus, collaboration, instill trust, etc.

Be a part of something bigger:

Link to apply: [Bayer Careers](#)

Advertising Period:
17 January – 31 January 2023

Position grade:
VS 1.3

Employment type:
Permanent

Location:
Paarl, Western Cape

 Science for a **better Life**

Bayer welcomes applications from all individuals, regardless of race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity, gender expression or any unlawful criterion under applicable law. We are committed to treating all applicants fairly and avoiding discrimination.