

|   |  |
|---|--|
| <b>DEPARTMENT:</b>                            | Business Development (Sales)   |
| <b>LOCATION:</b>                              | Trinidad   |
| <b>JOB TYPE:</b>                              | Office Based   |
| <b>JOB TITLE:</b>                             | <b>Regional Sales Manager</b>  |
| <b>DIRECTLY REPORTS TO:</b>                   | Vice President Customer Experience   |
| <b>POSITION (S) REPORTING INTO THIS ROLE:</b> | Business Development Executives from Trinidad, Guyana and Suriname, Country Managers for Guyana and Suriname, Business Development Support |
| <b>DEPARTMENT LEAD:</b>                       | Vice President Customer Experience   |
| <b>OVERSEEING ELT MEMBER:</b>                 | Vice President Customer Experience   |

**JOB PURPOSE:**

The Regional Sales Manager must be process oriented, have the ability to inspire and lead people, aggressive in their prospecting and closing sales pursuits, a good listener with the ability to sell. The successful candidate is responsible for developing and executing sales and customer retention strategies to drive growth and financial results while ensuring customer satisfaction. This position is focused on growing business lines, upselling, product innovation and executing long term contracts with customers. The Regional Sales Manager is also required to collaborate with the Country Managers and senior management of Ramps Logistics Limited across departments to ensure the right conditions and systems are maintained for Business Development regionally. The role requires keen attention to regional and local market insights to support the growth of the Company and create long-term value from members, partners, markets and relationships.

**KEY DUTIES AND RESPONSIBILITIES:**

| <b>NB. Each item includes meeting Key Performance Indicator targets, compiling and submitting Key Performance Indicator reports.</b>   | <b>Approx. % of time annually</b> |
|--|-----------------------------------|
| 1. Develop and clearly report on the sales pipeline for Trinidad, Guyana and Suriname separated by energy and commercial segments. Clearly demonstrating the growth in new customers and new lanes of business.        | 20%                               |
| 2. Successfully accomplish the revenue targets for these countries and report on the progress of same monthly.   | 20%                               |
| 3. Successfully manage the Profit and Loss for Trinidad, Guyana and Suriname – Annual General Profit target must be greater than 20% of overall revenue.   | 15%                               |
| 4. Minimum of fifteen (15) project plans quarterly for massive cross border customers or projects.   | 10%                               |
| 5. Develop strong partnerships with agents and fellow stakeholders in these countries  | 10%                               |
| 6. Management of the Customer Relationship Management software and all Business Development Executive activities in alignment with the key performance indicators for meetings, quotations, proposals and conversions. | 10%                               |
| 7. Responsible for all customer follow up to be properly tracked and entered on the Customer Module by Business Development Executives.  | 5%                                |

|                     |  |
|---------------------|--|
| <b>LAST REVISED</b> |  |
|---------------------|--|



|  |    |
|--|----|
| 8. Utilize active hands-on market knowledge to assist Pricing/Procurement and Contracts and Proposals to prepare winning bids (knowledge of target rates, market conditions and customer needs). | 5% |
| 9. Generate ideas about future energy, commercial and retail activities to ensure a cutting-edge strategy; maintain up to date knowledge of the marketplace, competitors and trends.             | 5% |

**QUALIFICATIONS AND EXPERIENCE:**

- Degree in Management or related field.
- Demonstrated sales experience.
- Additional experience as a leader – locally and / or regionally will be an asset.
- Experience in managing remote sales teams.
- Understanding of the commercial and energy markets across the Caribbean.

**HSSEQ RESPONSIBILITIES:**

- Maintain standards of safety and comply with Company’s Health, Safety & Environment Management System requirements.
- Observe all health and safety rules and regulations.
- Stop all work if any unsafe conditions exist or unsafe practices are observed.
- Report any unsafe conditions or practices to your Supervisors.
- Understand how to perform jobs assigned in accordance with operating procedures and/or work instructions.
- Do not undertake any job you do not understand – ask your immediate Supervisor once there is any doubt.
- Wear and use all safety equipment required to ensure the safe execution of the specific job.
- Participate in mandatory toolbox meetings, safety meetings and training sessions (internal and/or external) as required.
- Report all incidents immediately to your Supervisor.
- Cooperate during incident investigations so that the incident causes can be determined and corrective action taken.
- Tag and Report all defective tools or equipment immediately.
- All staff are to adhere to the guidelines stated in the Policy Manual.

**KNOWLEDGE, SKILLS, ABILITIES, CHARACTERISTICS:**

1. Process Oriented – 30%
2. Inspire and Lead People – 30%
3. Aggressive – 20%
4. Good Listener – 10%
5. Ability to sell – 10%

**WORKING CONDITIONS**

- Physical demand - Primarily Office / Work from home.
- Regular face to face meetings with customers weekly
- Must attend virtual or in-person conferences, workshops, meetings, etc.
- Will be required to be on site visits from time to time (shore base, ports, vessels, etc).



- Foreign travel is necessary.