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## JOB DESCRIPTION

**Job Title:** Aggregator /Regional Manager

**Job Level:** Junior level

**Department:** Marketing, Promotion and sales

**Position Type:** Full-time

**Job Location:** Hybrid

**Reports To:** Marketing & Promotion specialist

**Supervisory Responsibilities:** Agents

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### Job Summary:

As the Aggregator and Regional Manager at PayCare Limited, you will be responsible for building and managing a network of local agents and business partners in your region to drive the adoption and growth of PayCare's financial services. Your role will focus on creating strategic alliances with partners, local businesses, and agents while overseeing operations in the region to ensure PayCare's business objectives are met. You will also take ownership of developing and executing marketing strategies to expand PayCare's presence, particularly in underserved areas. This position plays a crucial role in scaling PayCare's offerings and maintaining customer satisfaction across the region.

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### Job Focus:

This role involves managing partnerships, onboarding agents, and expanding PayCare's customer base within a designated region. You will develop and lead a team, monitor performance, and ensure high levels of agent engagement and customer service. Additionally, you will promote PayCare's services, manage regional operations, and drive growth through local lead-generation efforts.

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### Job Duties and Responsibilities:

- Identify, recruit, and onboard local businesses and agents to represent and promote PayCare's services.
- Build and maintain strong relationships with these partners to ensure their success in offering PayCare's products to their networks.
- Provide training and ongoing support to agents to ensure they are well-equipped to promote PayCare's offerings.
- Oversee daily operations within your region, ensuring processes run smoothly and that all agents and business partners adhere to company standards.
- Manage the performance of agents, providing guidance and support to achieve sales targets.
- Implement operational strategies to improve efficiency and service delivery.

- Drive business growth by expanding PayCare’s market presence through partnerships with local businesses and community organizations.
- Lead efforts to promote PayCare’s products, including business accounts, personal accounts, and advanced features like virtual Visa cards and NFC wallets.
- Actively seek new opportunities to generate leads and acquire customers within your region, focusing on rural and underserved markets.
- Develop and execute localized marketing strategies to raise awareness of PayCare’s services in your region.
- Leverage community events, local partnerships, and other outreach methods to promote PayCare’s brand and attract new customers.
- Monitor regional market trends and competitor activities to ensure PayCare remains competitive and relevant.
- Ensure customers and business partners in your region receive excellent support and service.
- Address and resolve customer or partner issues, ensuring high satisfaction and retention.
- Gather feedback from customers and agents to inform PayCare’s product development and improvement efforts.
- Track and analyze key performance indicators (KPIs) for your region, including sales targets, customer acquisition, agent performance, and customer satisfaction.
- Prepare regular reports on regional performance, providing insights and recommendations to senior management.

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#### Expected Outcomes:

- **Agent Network Growth:** Successfully onboard and manage a target number of agents each month, expanding PayCare’s reach in the region.
  - **Target KPI:** 20 new agents monthly.
- **Sales and Customer Acquisition:** Meet or exceed sales targets for new business and personal account acquisitions, contributing to PayCare’s regional growth.
  - **Target KPI:** 500 new accounts per month in your region.
- **Customer Retention:** Maintain high customer satisfaction and retention by ensuring top-quality service and support for agents, partners, and customers.
  - **Target KPI:** 90% customer satisfaction rate and 80% agent engagement rate.
- **Regional Revenue Growth:** Drive significant revenue growth within the region by promoting PayCare’s financial services and expanding the customer base.
  - **Target KPI:** 15% regional revenue growth per quarter.

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#### Required Knowledge:

- Strong understanding of regional management, business development, and the financial services industry.
  - Knowledge of fintech products and their application in rural and underserved markets.
  - Expertise in managing large agent networks and creating strategies for growth and engagement.
  - Familiarity with marketing and promotional strategies for regional expansion.
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## Education:

- **Bachelor's Degree:** Preferred in Business, Finance, Marketing, or a related field.
  - **Certifications:** Regional management, business development, or financial services certifications are a plus.
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## Behavioral Competencies:

- **Leadership:** Strong leadership and management skills, inspiring and guiding a team of agents and business partners.
  - **Sales and Negotiation:** Proven ability to sell financial services and negotiate partnerships with aggregators and local businesses.
  - **Relationship Management:** Excellent interpersonal skills for building and maintaining relationships with business partners, agents, and customers.
  - **Analytical Thinking:** Ability to analyze regional performance data and make strategic decisions to improve business outcomes.
  - **Problem-Solving:** Effective problem-solving skills to address operational challenges and ensure the success of the regional team.
  - **Communication:** Strong verbal and written communication skills to articulate PayCare's value proposition clearly and persuasively.
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## Benefits Packages (Note No salary for this role)

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### Monetary Benefits

#### 1. Referral Bonuses Tied Incentives

- Receive rewards for referring other agents, aggregators, or successful clients.
  - **3% Profit Allocation** on the daily profits for the first 10 clients onboard.
  - **4% Profit Allocation** on the daily profits for 11–50 clients onboarded.
  - **5% Profit Allocation** on the daily profits for more than 51-100 clients onboard.
  - **6% Profit Allocation** on the daily profits for more than 100 clients onboarded.

#### Transaction Fee Discount Based on Clients Onboarded:

- **3% Discount** on PayCare transaction fees for the first 10 clients onboarded
- **4% Discount** on PayCare transaction fees for 11–50 clients onboarded.
- **5% Discount** on PayCare transaction fees for 51–100 clients onboarded.
- **6% Discount** on PayCare transaction fees for more than 100 clients onboarded.

### Performance Packages

#### 2. Performance Bonus:

- \$100 for achieving 50 active business accounts and 25 active personal accounts in a month.
- \$50 for achieving 25 active business accounts and 13 active personal accounts in a month.

#### 3. Recognition:

- Aggregators of the Month Award with a \$100 gift card or Cash and public acknowledgment.

- Aggregators of the Year Award with a \$1000 gift card or cash and public acknowledgment.
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## **Non-Monetary Benefits**

### **1. Professional Development Opportunities**

- Access to training on sales, communication, and fintech product knowledge to enhance your skills.
- Opportunities to enroll in certification courses and professional growth resources.

### **2. Recognition Programs**

- Participate in "Agent of the Month" or "Top Aggregator" awards with public acknowledgment and small prizes (e.g., gift cards, gadgets).

### **3. Discounts on PayCare Products**

- Enjoy exclusive discounts or free trials of PayCare's premium features for personal use or referrals.

### **4. Support Infrastructure**

- Receive marketing materials, branded merchandise, and promotional tools to help succeed in your role. You may receive a few of these according to your contribution (e.g. Kiosk, Umbrella, T-shirt, book, biro, Brochure, and smart tablet, Hardware POS machines, free software POS)

### **5. Career Growth Pathways**

- Clear progression paths for top performers to transition into salaried roles, such as Account Manager or Business Development Manager.
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## **Community and Engagement**

### **1. Exclusive Networking Opportunities**

- Invitations to PayCare events or forums where you can connect with potential partners and clients.

### **2. Access to Tools**

- Free or subsidized access to productivity tools, such as a mobile app for managing leads or PayCare-specific CRM platforms.
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### **● Professional Development:**

- Access to free sales and fintech training courses.
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## **Apply Now:**

To apply, click the Link: <https://paycaretech.world/application-form>

Thank you for your interest in PayCare, and good luck!

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