



Job title	Commercial Planning and Research Manager
Reports to	VP - Commercial
Location	Bangkok, Thailand

Company Description

We are currently assisting one of the world largest logistics companies.

Duties and Responsibilities

- Support to rank up to loyal customers with project support and after-sales management.
- Additional tasks and responsibilities deemed necessary by the National Sales Manager.
- Provide effective consultancy and advisory support to National Sales Manager to analyses, plan and implement necessary sales resource requirements of the AP Sales programs.
- Provide professional functional leadership, expertise and support to Country Sales Group in order to facilitate delivery of agreed revenue growth levels and achievement of business plans in the Advantage, Regular and Direct Sales revenue streams, through planning, process management and people development, in alignment with V2005 sales learning development objectives, AP Strategic Plan 2000-2002 sales training and development components.
- Assist in the design, development and delivery of the reports required by internal and external customers to extract the information from the sales group with minimum effort, thus allowing them maximum time in the field and face-to-face with the customer.
- Provide feedback on local practices and culture to the Sales Training Manager – AP
- Keep company Regional and Local Management up to date on relevant Regional Sales program development within the country.
- Process: Training Program Management.
- Coordinate sales process and systems training schedules for new Sales recruits and refresher training for existing sales people.
- Coordinate sales training schedules for the company Sales Learning centre and monitor sales people's progress.
- Develop problem definition and consulting briefs.
- Lead commercial strategy development and business planning projects.
- Provide support to global / regional strategic initiatives in terms of all information needs.
- Source and co-ordinate effective delivery of relevant courses and content in line with training needs of the Sales teams.
- Develop research briefs.
- Review proposals in terms of methodology, sampling plans, questionnaires, discussion guides etc.
- Fieldwork quality assurance.



- Confirm outputs
- Distribute outputs and strategic insights.
- Ensure agency provides users with guidance on interpretation of detailed results.
- Country Sales Function.
- Help in the development of a consistent approach to sales development and learning that is leading edge and 'accelerated learning' based.
- Assist in the development and implementation of a "force choice skills assessment tool" for deployment in country, across Advantage, Regular, Direct Sales and Telesales revenue streams.
- Country Office.
- Help develop, lead and deploy a centralized sales planning, support and reporting structure to gain economies of scale and consistency throughout the Company, including a sales automation tool, encompassing the GSP Platform across all areas of the sales organization, supporting a harmonized 'ways of working' in country and regionally.
- Help in the management and deployment of all sales technologies, assessment models and sales process across Global Customer Logistics, National Customers, Regular, Direct Sales and Telesales Channels.
- People Management:
 - Develop a high performance service culture within the functional department.
 - Plan, organize and direct an efficient and effective functional department.
 - Develop IKOs/ KPIs with team members and monitor individual performance.
 - Conduct performance appraisal.
 - Manage the allocation of appropriate resources and commitment of staff to the Achievement

Candidate Profile

- Degree in Business/Marketing (or related discipline) 5 years working experience at a managerial level in sales planning and administration, preferably with regional exposure.
- Experience of Sales Force Automation and implementing them to Sales Professionals at different levels.
- Experience of sales programmes, models, processes, systems and techniques.
- Experience in developing and executing strategic and tactical plans, in a large and dynamic sales environment.
- Experience in leading the development and delivery of sales personnel in a service industry must be able to demonstrate ability to influence decisions/actions and work
- Software skills (Word, Excel, PowerPoint, etc.)
- Communication skills (English), spoken and written.
- Understanding of the language of business practices.
- Cohesively with across functions at both regional and country level.

Approved by:	(on behalf of CEO)
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