

<b>Job Title:</b> TECHNICAL SALES AGRONOMIST	<b>Reports To:</b> SALES SUPERVISOR
<b>Function:</b>	<b>Grade:</b>
<b>Direct Reports:</b> PROMOTERS	<b>Date:</b>
<b>Responsible for:</b>	
Responsible for supervising the day to day running of the regions sales, staff maximization to ensure the efficient delivery of its operations.	
<b>Key Tasks</b>	
<ol style="list-style-type: none"> <li>1. <b>Strategy formulation</b> – participate in annual planning and quarterly review of strategy</li> <li>2. <b>Recruitment of contractors</b> – interviewing, selection, on-boarding and exit of the team in line with company policies and procedures.</li> <li>3. <b>Daily operations management</b> – Set work schedule and ensure they are followed including on ground support where necessary as per agreed strategy.</li> <li>4. <b>Reporting</b> – Daily reports to immediate supervisor including three days of monthly status workshop at the head office.</li> <li>5. <b>Training</b> – periodic training of contractors with the focus on agronomy and sales skills.</li> <li>6. <b>Customer complaint management</b> – on ground support for customer complaint about product use and efficacy.</li> <li>7. <b>Relationship Management &amp; company representation</b> - maintain stakeholder relationship within respective territory.</li> </ol>	
<b>Key Performance Measures</b>	
<ol style="list-style-type: none"> <li>1. Sales Targets</li> <li>2. Customer acquisition and maintenance metrics</li> <li>3. Company efficiency (Processes and systems)</li> <li>4. Team satisfaction and turnover.</li> </ol>	
<b>Knowledge, experience and qualifications required</b>	
<ol style="list-style-type: none"> <li>1. Bachelor's degree in agriculture or related field.</li> <li>2. Minimum of 2-4 years of sales experience</li> <li>3. <b>Must</b> have dealt with agrochemicals and fertilizer sales in farms.</li> <li>4. Previous experience in a supervisory capacity</li> <li>5. SAP experience preferred</li> <li>6. <b>Willing to travel widely throughout Kenya</b></li> </ol>	
<b>Personal skills and attributes required</b>	
<ol style="list-style-type: none"> <li>1. Communication, sales, and customer service skills.</li> <li>2. Strong problem solving and organizational skills.</li> </ol>	

3. Ability to multi-task and work under pressure
4. Strong coaching and performance management skills
5. Strong interpersonal and customer service skills