



Dear applicant

Thank you for your interest in joining Pandabuzz Media at this very exciting stage of our growth. Before we move forward, we'd like to provide you with a deeper understanding of the role and the expectations associated with it.

**Reporting & Role Expectation:**

You'll report directly to me ( founder) and our technical director ( co-founder).

Initial training covering our clients, contracts, pricing, essential sales techniques and technical details of our services will be provided.

This role offers a significant degree of strategic freedom. We're looking for someone who can spearhead our revenue growth initiatives and your ability to think creatively and proactively is essential. You should be familiar with CRM and ready to implement your choice of software system that we can collaborate on.

**Work Environment:**

This is a remote position.

You should have a professional setup for video calls with both clients and our team. If your home isn't suitable, please ensure you have access to a professional setting when needed.

**Compensation:**

Basic Salary: \$675 USD/month or equivalent paid in your local currency.

Commission: 10% on new contracts; 5% for renewals.

Expected earnings, given our average contract values and KPIs:

Minimum expected: 12 months of services contracted per month : \$1,735 USD/month.

Typical: 24 months of services contracted per month: \$2,795 USD/month.

Since we pay out for contract renewals too, your earning potential can steadily compound over time.

Typical: 24 months of services contracted per month plus renewals with retention rate 66%: \$3,522 USD/month

There is also the ambition to expand the sales team if you can clearly demonstrate the demand, with your role as the manager, in which case you can start to earn a percentage of your team's sales too.

Our contracts range from 3 months to 12 months, the KPI and commission structure doesn't differentiate if you close 1 client for a 12 months contract or 4 clients with 3 months contracts in a 1 month period, these both equate to 12 months contracted.

### **Our Journey & Position:**

Founded in 2019, Pandabuzz Media shifted its focus internally within China during the pandemic, partnering with brands like Phillips Electronics, Starbucks, and Marshall Audio. Now, as international travel revives, we have reverted to our core model of working exclusively with foreign hotels and tourism operators, we've onboarded significant names such as Intercontinental, Holiday Inn, and Avani purely through word of mouth. We're at an exciting juncture – profitable, validated, yet with immense growth potential ahead. As such, the role's compensation is commission-centric, but there's also an opportunity to cement your place in our senior leadership early on.

### **Next Steps:**

To evaluate your fit for this role, we request

#### **(1) Video presentation**

Record on the device you will use for video calls meetings with clients, lasting between 5 to 10 minutes, covering:

- Why every Hotelier outside china should take steps to manage their brand on Chinese social media
- An overview of popular Chinese social media apps, contrasting them with platforms like Facebook, Instagram, and Twitter.

We'll assess:

- Your presentation skills and professionalism.
- Proficiency in English.
- Familiarity with Chinese social media.
- Your sales prowess and ability to persuasively communicate the service's value.

#### **(2) Relevant experience**

You may include in the video or submit in writing if you prefer about any prior experience with Chinese social media, campaigns, or content management. Whilst your role will not require these skills directly, it will be helpful for you to have an understanding of them so you can effectively communicate technical details with our clients.

Also please mention your ability with Mandarin Chinese if any.

Submission: Upload the video to cloud storage (e.g., Google Drive or OneDrive) and ensure we have viewing rights. Share the link with us, along with any supporting documents, either by messaging on LinkedIn or emailing [info@pandabuzz.net](mailto:info@pandabuzz.net).

Looking forward to your response and thank you once again for considering Pandabuzz Media as your next career move.

Best Regards  
Seb Scholey  
Founder