



Job Title: Head of Sales Agent Network

Department: Business Development (Retail)

Job Summary

We are seeking a dynamic and results-driven Head of Sales Agent Network to lead and expand our sales force network. This role is crucial in driving the growth and performance of our sales agents, implementing effective sales strategies, and ensuring alignment with company goals and objectives. As the Head of Sales Agent Network, you will be responsible for overseeing recruitment, training, performance management, and fostering a high-performance sales culture.

Main Responsibilities

- Develop and implement the sales strategy for the agent network to meet and exceed company revenue targets.
- Identify new market opportunities and segments to expand the network of agents.
- Establish annual sales objectives and monitor progress toward achieving goals.
- Lead and manage the recruitment, onboarding, and training processes for new agents.
- Drive agent engagement and ensure agents have the tools and support to succeed.
- Develop and implement incentive programs to motivate agents and drive sales performance.
- Monitor the performance of agents against targets, providing regular feedback, coaching, and guidance to improve results through SFE methodology.
- Analyse agent performance data and adjust strategies to maximise sales output.
- Ensure agents comply with company policies, procedures, and regulatory requirements.
- Collaborate with other departments (e.g., marketing, product development) to ensure that agents have the necessary resources and information to succeed.
- Build strong relationships with agents and key stakeholders to foster trust and loyalty.
- Provide regular reporting to senior management on sales performance and agent network development.
- Organise ongoing training and professional development programs for agents to enhance their sales skills and product knowledge.
- Stay current with industry trends, competitive landscape, and regulatory changes affecting agent networks and sales strategies.

Job Requirements

- Bachelor's degree in Business, Marketing, or a related field (MBA preferred).
- At least 8+ years of experience in sales leadership, with a focus on managing agent networks in the insurance industry or similar sectors.
- Strong understanding of insurance products and sales strategies.
- Proven track record of successfully managing large sales teams, achieving revenue growth.
- Exceptional leadership, communication, and interpersonal skills.
- Ability to analyse data and translate it into actionable sales strategies.
- Proficient in CRM software and sales performance tools.

Desired Skills and Attributes:

- Strong negotiation and conflict resolution skills.
- Ability to adapt to changing market conditions and business needs.
- High level of motivation, self-confidence, and resilience.
- A customer-focused mindset and passion for developing others.

Work Environment:

- This role requires travel to visit agents and key clients.
- Flexible work hours may be required to meet business demands.

The company reserves the right to call only the best qualified candidates for the selection exercises.

Applications received after the closing date might not be considered.

The company also reserves the right not to proceed with the vacancies.