Job description: Area Manager

About Pollinate Group
Pollinate Group is an award-winning, global organisation that supports social businesses Asha Kiran in India and Kalpavriksha in Nepal distributing quality products to improve health, save time and save money to the most neglected communities.

Unlike other last-mile distributors, we focus on the hardest to reach communities and provide payment plans to make products affordable to all. Pollinators (employed sales agents) and Suryamukhis (women entrepreneurs) are the backbones of our business and lead change in their communities.

We're a growing team with growing impact. Since 2012 we have reached more than 555,000 people, selling products like solar lamps, water filters and clean cookstoves. Our team works across six cities in India, two districts in Nepal and in Melbourne, Australia.

Find out more at www.pollinategroup.org.
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Roles and Responsibilities

Team management:
  o Outreach, recruitment and supervision of 30 Suryamukhis
  o Training Suryamukhis on sales skills
  o Continuous gathering of feedback from Suryamukhis to assess the performance
  o Conducting weekly ‘On-The-Job’ sessions
  o Conducting monthly stock audits
  o Weekly meeting with each of the Suryamukhis
  o Assist Field Mobilizer to arrange training on the ground

Strategy and planning
  o Develop sales strategies, engage and develop Suryamukhis to improve their performance
  o Prepare a monthly network performance report

Product
  o Responsible for the local stock of product, timely delivery and distribution to the Suryamukhi team
  o Identify and support the launch of new products
  o Gathering consumer feedback on product mix
  o Work closely with Field Mobilizers during mobile hive events to assist product demonstrations in Suryamukhi communities
  o Work with the hive managers to ensure the right product mix is available to the network in a timely and cost-efficient manner.

Revenue
  o Achieve the minimum revenue threshold set for the region through Suryamukhi team
  o Coordinate with Senior Manager - Sales on the cash flow requirement on a monthly basis
  o Report the monthly credit outstanding for the Suryamukhis location wise
  o Ensure timely collection and deposit of revenue
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Role requirements and skills
- Degree in any specialization
- 0 to 3 years of sales experience (FMCG/Social Sector)
- Experience in working with social sector would be an add on
- Result-oriented individual
- Target driven
- Interest in working in the field with a goal of uplifting women from disadvantaged backgrounds
- Team handling experience would be an added advantage
- Should be fluent in Local language including basic working knowledge of English
- The role requires a 5 day work week, from Monday until Friday, taking every Saturday and Sunday as your weekly day off. Work hours will vary week by week. Each workday you will be required to work 8 hours including a 1-hour lunch break.

Benefits
- Group general and Medical insurance for immediate family members
- CTC 283,992 NPR/annum
- 10% Provident Fund Contribution
- 8.33% Gratuity
- Mobile bill payment every month
- Travel Allowance as per company’s policy

How to apply?
Send a copy of your CV, a brief statement of interest and at least two references to People@pollinategroup.org