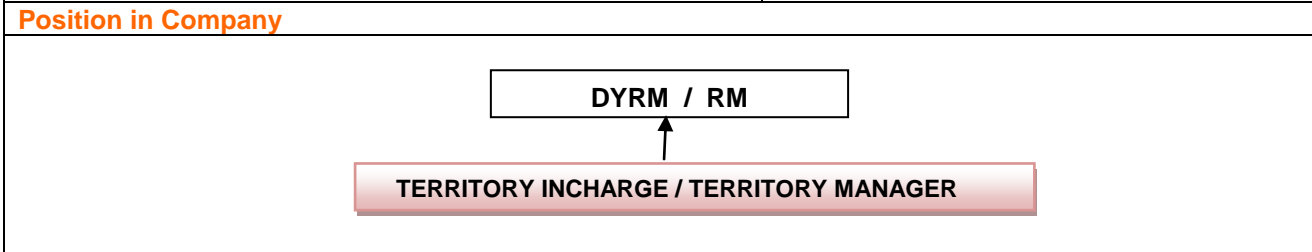




JOB PROFILE	TERRITORY INCHARGE / TERRITORY MANAGER
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Department SALES	Business Division AGRO-CHEMICAL
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Objective / Purpose of the Department

Plan, develop and implement high quality service operations processes and procedures in order to contribute to the business growth, revenue and profit.

Key Activities / Accountabilities

- PRODUCT KNOWLEDGE**
- ▶ Crystal's focus products and corresponding crop-pest segments
- MARKET UNDERSTANDING**
- ▶ Identify and map key villages ,key crops, pest attack pattern, crop-cycle from sow-to-harvest ,treated area, competition's presence
- DISTRIBUTOR MANAGEMENT**
- ▶ Achieve targets and adherence to norms for appointment,
 - ▶ Communicate trade promotion schemes
 - ▶ Account Settlement
 - ▶ Order Booking, Dispatch and Delivery tracking
 - ▶ Execute and track return requests
 - ▶ Track month-end stock
 - ▶ Assess annual performance
- PLANNING & FORECASTING**
- ▶ Manage annual sales planning ,distributor wise monthly sales plan, monthly demand planning & forecasting.
- SALES & COLLECTION**
- ▶ Achievement of distributor-wise monthly targets
- REPORTING**
- ▶ Daily & weekly reporting of Sales & Collections to ASM | Monthly
 - ▶ Liquidation report of stock at retailer end.
- BRAND IMAGING**
- ▶ Building the Brand Image of the company.

Essential Educational Qualification & Experience

AGRI-BUSINESS MGMT GRADUATE/P.G with 2 Yrs of Relevant Experience *(*Preference to this Candidate)*
 OR
 AGRI-BUSINESS MGMT GRADUATE / P.G – FRESHER with SALES SKILL COMPETENCY

Preferred Knowledge and competencies

SPECIFIC KNOWLEDGE
 Sales Planning, Territory Management, Relationship Management & Account Management.

Necessary Technical / Functional Skills

- **Selling via Channel**
- **Building up Channel Network and enhancing them**

Required Behavioural Competencies

FUNCTIONAL COMPETENCIES

- Judgement
- Quick learner and learning capacity
- Must be committed, enthusiastic, innovative and commercially aware.
- Delighting customers - Satisfies internal and external customer needs with appropriate solutions.
- Good communication – Demonstrates and facilitates clear and honest two-way communication.
- Continuous learning ability – Anticipates, reviews and continuously seeks to improve performance.
- Must be able to work independently under own initiative and lead a team.
- Ability to prioritise and control workloads to meet tight deadlines.
- Influencing skills.
- Able to understand the bigger picture, but managing the detail to achieve this.
- Flexible work approach and able to handle extreme work peaks.
- Stress resistance.
- Managing Results

FIXED COMPETENCIES

- Team Work
- Continuous Improvement
- Integrity
- Delighting Customers
- Empathy

TARGETED COMPANIES

AGRO-CHEMICAL COMPANIES / INDUSTRIES

AGE

Between 21 – 35 ONLY.

Profile completed by:

Manager's name	Job Holder's name	HR Account Manager's name
Manager's Signature	Job Holder's Signature	HR Account Manager's Signature