

ROLE PROFILE

Job Title	Sales Representative
Business Unit	ODC BU - WG&S Korea
Function/Region	Commercial / Sales
Location	Daejeon, Korea
Leader	Sales Manager
People Leadership	N/A
Job Level	5
Role Purpose To provide commercial support to the Korea sales team, by profitably maximising the distribution, promotional activity, and sales of the WG&S portfolio in the respective channel. The role is responsible for the delivery of local strategy and budget performance, within agreed guidelines, to deliver sustainable growth and profitability for the Company.	
Accountabilities <ul style="list-style-type: none"> • Deliver profit targets for the respective channel in the designated area by effectively executing pricing, promotional and distribution strategies. Effectively execute consumer and channel promotion activities to develop brand awareness and recognition. • Deliver distribution, activation and sales targets through sound planning, trade execution, negotiation and influencing of customers, in alignment with brand strategies and leveraging on business systems and processes. • Building and maintaining influential relationships across the customer base in order to identify and exploit opportunities to improve sales performance and customer satisfaction. • Manages a set call cycle effectively to maximise productivity. This call cycle will cover key customers across their area of responsibility, recorded and maintained via the company's CRM system. • Provide timely market analysis and feedback to the Leader to support creation of Market Overviews as part of the commercial planning process; provide supporting information for business reviews including brand presentations, market performance data and overview financial information with Internal Stakeholders and Finance. This includes pricing information and competition activity data. 	

Values



BE PROUD
We are proud of our brands, our heritage, and our commitment to superior quality in our products



BE RESPONSIBLE
We expect every individual and their teams to be accountable and to perform to their full potential



BE SUSTAINABLE
We wish to make a positive contribution to our communities and to our environment



BE PROFESSIONAL
We value integrity, transparency, professionalism and constructive debate within a team working culture



BE ENTREPRENEURIAL
We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement



THINK LONG TERM
We are proud of our brands, our heritage, and our commitment to superior quality in our products

Core Competencies:

Relating and Networking

- Establishes good relationships with customers and staff
- Builds wide and effective networks of contacts inside and outside the organisation
- Relates well to people at all levels
- Manages conflict
- Uses humour appropriately to enhance relationships with others

Delivering Results & Meeting Customer Expectations

- Focuses on customer needs and satisfaction
- Sets high standards for quality and quantity
- Monitors and maintains quality and productivity
- Works in a systematic, methodical, and orderly way
- Consistently achieves project goals

Working with People

- Demonstrates an interest in and understanding of others
- Adapts to the team and builds team spirit
- Recognises and rewards the contribution of others
- Listens, consults others, and communicates proactively Supports and cares for others
- Develops and openly communicates self-insight, such as an awareness of own strengths and weaknesses

Learning and Researching

- Rapidly learns new tasks and commits information to memory quickly
- Demonstrates a rapid understanding of newly presented information
- Gathers comprehensive information to support decision making
- Encourages an organisational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback).
- Manages knowledge (collects, classifies, and disseminates knowledge of use to the organisation)

Coping with Pressures and Setbacks

- Works productively in a pressurised environment
- Keeps emotions under control during difficult situations Handles criticism well and learns from it
- Balances the demands of a work life and a personal life. Maintains a positive outlook at work.
- Handles criticism well and learns from it.

Achieving Personal Work Goals and Objectives

- Accepts and tackles demanding goals with enthusiasm Works hard and puts in longer hours when it is necessary Seeks progression to roles of increased responsibility and influence
- Identifies own development needs and makes use of developmental or training opportunities.

Skills and Qualifications:Essential:

- 3-8 years proven track record within a sales capacity
- Strong negotiation and communication skills
- Advanced influencing skills and distributor management capabilities
- Advanced computer literacy (Excel, Word, PowerPoint)

Desirable:

- Solid skills in strategic thinking, relationship building, and customer service
- Strong good numeric ability and able to identify insights from data

Created by:

Date:

HRBP:

Date of last revision: