



WILLIAM GRANT & SONS

ROLE PROFILE

Job Title	Regional Head of Commercial Academy
Business Unit	BBU
Function/Region	Route to Consumer (Commercial)
Location	Ney York
Leader	Head of Customer Capability
People Leadership	Yes
Job Level	3B
Role Purpose	
<p>Ensure the effective delivery of the Global Sales College in support of global and market RTC objectives. Partner with Regional Managing Directors and ODC leadership teams to define the capability roadmap to effectively build the selling and customer/distributor management capabilities across our businesses.</p> <p>Identify the broader RTC capability needs (across all 5 pillars of the RTC framework) and assist with the effectively deployment and implementation of tools to support.</p>	
Accountabilities	
<ul style="list-style-type: none">• GSC Deployment: partner with market leadership to identify capability needs in support of market strategy and RTC objectives. Design and agree the capability roadmap and lead delivery with markets. Leverage virtual and direct delivery methods as appropriate.• Measurement & Evaluation: embed appropriate accreditation tools and processes to ensure capability programs and training are fully embedded and provide an objective measure of the impact of training on performance outcomes• RTC tools and Framework: support development of tools and framework for Selling Skills, Customer Engagement and Distributor Management. Support with completion of annual market maturity assessments ensuring consistency of standards.• RTC capabilities: Support Heads of RTC in the effective deployment and embedding of the broad suite of RTC tools and resources. Work with in market teams to drive continuous improvement in the efficiency and effectiveness of sales execution and brand activation.• Leadership: build a network of global capability trainers to support delivery of GSC at scale whilst maintaining consistent standards and quality	



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