

Operations Sales Manager (Windhoek)

Type of Notification: Vacant Position
Employee Type: Full Time
Employee Status: Permanent

Closing Date: 02 October 2026

PURPOSE OF THE POSITION

This role focuses on optimizing sales team efficiency and achieving sales targets by aligning strategy and execution through data analysis, process improvement, and team support. The main duties will include setting sales targets, ensure its execution and sales function support with the aim to reduce friction in the sales process and increase sales productivity, revenues, and profits.

KEY PERFORMANCE AREA

- Manage Contract Proposals ensuring both company and customer needs are addressed.
- Perform Sales Forecasting for future sales targets.
- Outline and define sales territory.
- Ensure the success of a product or implement new sales plan if the evaluation yields unsatisfactory results.
- Initiate sales tactics and future goals for a sales team.
- Analyse and interpret data for the sales team.
- Ensure training of new and current employees are up to date.
- Oversee the sales team organisation.
- Create and maintain sales Standard Operating Procedures.
- Assist with on-boarding new sales employees.
- Manage and evaluate data to determine the effectiveness of products and campaigns.
- Simplify processes and implement sales automation tools like email prospecting, contract management, and content enablement software.
- Track and manage sales process and conversion rates throughout the sales process.
- Perform necessary adjustments to improve sales performance within the relevant channels.
- Compile reports to inform sales reps, managers, and management on historical results, current performance, and expected results in the future.
- Analyse data to identify bottlenecks, streamline workflows, inform decisions, and provide regular performance reports to senior management.
- Analyse market trends and competitor activities to identify new business opportunities and maintain competitive advantage.



- Manage sales operational budgets efficiently to maximize return on investment (ROI) and achieve business goals.
- Proactively identify bottlenecks in the sales process and implement plans to increase sales process efficiencies.
- Act as the main point of contact for the Sales teams on sales operations.
- Work closely with marketing, supply chain, finance, and key account teams to achieve company business objectives.

SKILLS AND KNOWLEDGE

- Analytical person to understand the dynamics of sales in general.
- Highly skilled in the Sales environment
- Management skills to manage function and people.
- Excellent communication skills
- Collaboration with other departments is key in this role.
- Manage execution of marketing campaigns.
- The ability to plan, structure and manage all aspects of the Sales Function
- Highly Dependable and responsible
- Result driven with time management skills.
- Excellent planning and organizing skills.
- Material Management knowledge
- People skills for the management of the staff compliment

QUALIFICATIONS AND EXPERIENCE

- Degree or Diploma in Commerce, Marketing or Sales field.
- At least 5 years' experience in the field of Sales, Key Accounts and General Management
- Experience of the FMCG environment
- Excellent negotiation and communications skills
- Excellent leadership skills
- Computer literate
- Sales system experience will be an added advantage.
- Code B Namibian Driver's License

Wutow offers market related remuneration packages aligned with experience and qualifications. Applicants from previously disadvantaged groups and those living with disabilities are encouraged to apply. Interested applicant should apply using this link <https://www.wutow.com.na/vacancies>. Please ensure to include three traceable reference contact. Only short listed will be contacted.