



## Draft Cargoways India Pvt Ltd .

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### Job Description & Expectation

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**Position** : Sales Manager

**Location** : Chennai, Mumbai, Bengaluru, Pune

**Reporting to** : General Manager , Vice President

**Qualification** : Minimum Graduate (with overall 60% plus from reputed University )

Preferred Additional qualification MBA and Further Additional qualification - Regulation - 6 and/or Diploma in Freight Forwarding , Logistics Management.

#### Experience , Working Knowledge & Skills

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- 5-7 Years in similar capacity and Sales Team management experience at regional / National level.
- Functional knowledge of all Freight forwarding products.
- Experience & Knowledge of selling all Freight forwarding products (Services) including Customs Brokerage.
- Solution driven approach (and not rate driven alone)
- Technology savvy like excel and powerpoint presentations, using zoom/skype meetings
- Basic knowledge on costing of each service / product .
- Proven track record in commercial decision making ability.
- Communication skills ( Spoken , written and presentation skills )
- CRM management hands-on experience & analytical skill.
- Experience in managing bids and RFQs , A-accounts , Large customers.
- Vertical industry experience of at least 2 industries ( e.g. Pharma , Projects , Auto , Retail etc )
- Ability to read and comprehend legal contracts, liabilities.
- Proven track record in business negotiations (Rates as well as terms of sale )
- Physically fit & pleasing personality.
- Work Integrity, Resourceful Self starter, Goal, Target and Objective oriented
- Imparting training & facilitation
- Time management skills



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- Sales Team building - Regional level / Pan India
- Responsibility towards recruitment and training of Sales team with help of HR and management.
- Territory management including Setting territory and targets for the team and self.
- Promote all Products / Services of company
- Manage Sales activities through CRM and Conduct Weekly Sales meetings (with support of CRM and system generated reports) and motivate them towards achievement of targets.
- Active Sales calls - Individual and with team.
- Supervise and approve quotations and assist in negotiations.
- Generate Maximum Sales enquiries & help team close the business.
- Measure & evaluate sales enquiries, closure ratio of team as well as individual Sales team members.
- Generate & Evaluate Product wise statistics and analyse.
- International Network coordination and relationship development.
- Travel regularly to key locations to meet customers and team members.
- Business initiatives and programs with help of management ( e.g. Route development program , Product development program , Vertical industry development program )
- Quarterly, Annual sales team and individual performance review and submission of report to management.
- Assist management in Business plan and budget preparation.
- Maintain cordial relations with internal and external customers and associated agencies.
- Checking of Sales team expense vouchers and forward to management for final approval as per company policy.

### Incentives

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Incentive will be based on Individual performance in %, however higher commission amount will be paid on team performance. Incentive program shall be advised shortly.

### Age

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40 years or below .