

Regional Managing Director – Sub-Saharan Africa

The Training Room Online (TTRO) is an organisation of passionate and talented individuals who design and develop innovative learning solutions to upskill and empower people for now and for the future. We believe in driving change through next generation learning by combining immersive technologies and learning methodologies to deliver relevant competencies that add value to your organisation and your people.

Our Purpose: To serve humanity by designing human-centred solutions that transform citizens, communities, companies and countries.

What's Important to us: Customer Intimacy | Providing the Best Total Solution to our Customers

Our Vision: To collaborate with our clients to create transformational learning experiences

The Managing Director is a high-performing, senior leader, who will lead TTRO in its revenue growth and expansion objectives across Sub-Saharan Africa (SSA).

This senior leadership position reports directly to the Global Sales and Marketing Director. We are looking for someone who has a proven track record in scaling B2B and B2G sales teams and can operate at both a strategic and functional level to generate sales across the TTRO suite of products and services.

Strategy

In collaboration with the Global Commercial Director:

- Design, develop and implement a strategy for partnership growth and client acquisition across the SSA region.
- Forecast, plan and develop budgets and commercial strategies to ensure sales and revenue targets are met in line with Regional and Group P&L.
- Be accountable to Group Finance for delivering and exceeding the budget, reporting monthly against set targets
- Regularly report on SSA commercial metrics to measure performance against company strategic goals and inform future decision making.
- Provide insight on SSA economic, financial and industry data to identify and inform strategies and plans.

Sales

- Lead and manage our SSA Learning Solution Consultants
- Provide practical and effective support to direct reports to ensure regional KPIs are met and exceeded.
- Lead the SSA Learning Solution Consultants team to grow clients and markets across SSA. Align communication, people, culture, processes, resources, and systems to ensure effective implementation and delivery of required results.
- Identify, hire, retain and develop key talent. Lead a change management process to build organizational capability to sell digital learning solutions using a consultative approach.
- Leverage our CRM system (HubSpot) and processes for pipeline management to drive efficiency.
- Utilize all aspects of talent and performance management to create an organizational structure with accountability and ensure a high performing sales force.
- Implement TTRO sales governance frameworks and ensure internal controls are implemented and followed.
- Identify, develop, and close strategic partnership and enterprise sales across the region.
- Allocate new lead opportunities effectively to the Learning Solution Consultants.
- Lead sales pipeline, forecasting, planning, and budgeting approaches used by the SSA sales team. Ensure TTRO practices and processes are followed.

Marketing

- Monitor and report into the Commercial Director threats or opportunities across markets, regions, and sectors across SSA.
- Collaborate with other Regional MD's to identify cross-market opportunities

Client

- Acquire, build, and maintain profitable partnerships with key clients and stakeholders (new and existing).
- Identify opportunities and drive to a resolution. Create solutions, direct escalations and ensure follow through.
- Create and develop bespoke commercial solutions for our clients and our business.
- Establish and commit to a course of action to accomplish goals in line with the strategic objectives of TTRO and in consideration of company resource.

About You:

- You will be an experienced sales manager with a strong learning background. Solving problems and simplifying solutions will give you energy. You can effectively motivate and lead a sales team and provide the thinking needed to deliver on client-centric transformative learning solutions.
- Be an inspirational leader, engage and empower sales teams, provide support, guidance, and mentorship.
- Experience and familiarity working with development service delivery teams
- Familiarity with legal / contracting processes associated to the role
- Experience working with diverse teams and clients across different cultures
- Experience in Learning and Development, including Learning Technologies
- Evidence of success in developing and implementing large-scale, multi-country Sales / Business Development Strategies
- Evidence of success in large-scale sales/commercial negotiations within Education Institutions, Enterprise Organizations and Government

- Evidence of building and maintaining a broad (multi-country) network of internal and external Stakeholder relationships

Competencies that you will need to display:

- Authentic Executive (shift business model; drive profitable growth)
- Entrepreneurship
- Global perspective
- Cultivating networks and partnerships
- Building customer relationships
- Executive presence
- Strategic influence
- Driving innovation
- Establishing Strategic Direction
- Coaching and Developing Others

SALARY:

Market related TCTC package including benefits

Join our vibrant, creative and open-minded team. We look forward to meeting you!

**Only shortlisted candidates will be contacted.*

