

AMOCO SALES MANAGER JOB DESCRIPTION

JOB SPECIFIC DATA

Job Position Type: Single Function Mgr.

Travel Requirements: 10-60%

Grade Level: 12-13

No. of Direct Reports: 7-9

No. of Positions: 8 (one per region)

Location: Geographically dispersed

Preferred Educational Experience: B.A./B.S. degree

EXPERIENCE/BACKGROUND SKILLS:

- Strong understanding of Amoco programs and the gasoline industry
- Knowledge of Amoco's dealer/jobber organization
- Excellent leadership, communication, and people management skills
- Strong negotiation and conflict resolution skills desirable
- Must be able to identify and develop strong territory managers
- Ability to identify and manage exceptions

ROLES AND ACCOUNTABILITIES

Why the job exists:

A Regional Sales Manager is responsible for all aspects of sales and marketing in geographical area, which includes establishing plans, setting direction, and training/coaching Dealer Territory Managers. The incumbent must balance meeting and office time required to effectively mentor and develop strong Territory Managers. Overall, the Sales Manager is to produce maximum profits from a geographical marketing area, focusing on net cash flow and profits for accounts, as well as increased number of new accounts enrolled in programs.

WHAT is done in the job, and HOW it is done:

Business/Technical Areas:

- Manage performance of 7-9 Dealer TMs
- Implements Marketing strategies and business plans
- Develops and administers budgets
- Assists in exception management and account relationship development
- Provides business counseling to TMs and dealers
- Analyzes markets and capital requirements
- Balances product volumes and margins to maximize profit
- Participate in local MAB/JAB efforts when appropriate
- Participate in development and evaluation of training programs (especially for TM and Dealer)

Leadership/Managerial Areas:

- Provides coaching and training for Dealer TMs
- Provides appropriate reward and recognition of employees achievement and performance

Technical Skills

BUSINESS/ECONOMIC/FINANCIAL

- Performing business/financial analyses and economic evaluations

Behavioral Skills

COMMUNICATION

- Listening to and understanding what others are saying
- Communicating effectively with people at different organizational levels

CREATIVITY/INNOVATION

- Encouraging associates to be innovative and willing to take appropriate risks

PARTICIPATIVE LEADERSHIP

- Fostering, creating, and rewarding a participative environment
- Creating an enthusiastic, positive work climate; energizing others
- Coaching and developing associates

PERFORMANCE MANAGEMENT

- Motivating associates by recognizing, rewarding, and reinforcing effective performance

PLANNING & ORGANIZING

- Managing a variety of assignments at the same time

TEAMWORK

- Actively developing a spirit of teamwork and cooperation when working with others; building consensus