

### Job Framework

<b>Job Title</b>	Territory Supervisor	<b>Cost Centre</b>	
<b>Location</b>	Kampala, Uganda	<b>No. of Direct Reports(Y)</b>	Up to 4
<b>Reporting to</b>	Commercial Sales Channel Lead	<b>Budget Responsibilities (Y/N)</b>	

### The Role

The Territorial Supervisor shall be responsible for managing Mariestopes business and sales in the given territory of operation. They will lead commercial sales business and functions in the region to drive sales and demand for MSUG products.

The post holder will be required to consistently engage with the medical fraternity of professionals, practitioners, health workers and care givers and will therefore need to maintain good business relations in the fraternity. They will be required to supervise day-to-day activities of the sales team in the territory.

### Key Responsibilities

- Building and maintaining strong relationships with existing and new customers.
- Leading, motivating, coaching and retaining a talented team of medical sales representatives.
- Support on planning and approval of budgets for medical marketing activities.
- Monitor and manage performance using available sales force automation systems.
- Developing and implementing sales strategies to meet or exceed sales targets within the assigned territory.
- Identifying and pursuing new business opportunities to expand the distributor/stockists base within the assigned territory.
- Gathering customer feedback to improve customer satisfaction for MSUG products and services.
- Prepare and submit daily, weekly and monthly sales report for the region using provided reporting system.
- Support in planning and implementation of promotional and consumer engagement activities.
- Offer competitor intelligence and recommendation of counter strategies.

### Job experience

- Degree in Biological, Biomedical sciences, or Diploma in pharmacy, Clinical medicine or Nursing from a reputable institution.
- A minimum of 5 years' experience with robust pharmaceutical sales or medical detailing, with minimum of two years' experience in a supervisory role.
- Additional training in marketing will be an advantage

- Significant knowledge in family planning and pharmaceutical sector in Uganda is paramount.
- Valid driving licence.

### Personal Attributes

- Excellent leadership and management aptitude leading diverse teams at a distance.
- Approachable with strong interpersonal & listening skills together with the ability to empower their team
- Strong results orientation.
- Self-motivated and a self-starter
- Highest levels of integrity, strong ethical attitude
- Hard working and persuasive
- Quick decision making and highly intelligent
- Good interpersonal skills
- Good customer management skills
- Flair for sales
- Able to communicate effectively (both written and oral) at all levels.

### Team Member Behaviours

#### Work as One MS

- You contribute, use, and share accurate data and evidence to improve understanding, insight and decision-making across MS, enabling us to maximise our ability to influence others.
- You share relevant knowledge, expertise and resources to strengthen teamwork and prevent duplication of effort.
- You actively work as part of a team, providing support and flexibility to colleagues, demonstrating fairness, understanding and respect for all people and cultures.

#### Show courage, authenticity and integrity

- You hold yourself accountable for the decisions you make and the behaviours you demonstrate.
- You are courageous in challenging others and taking appropriate managed risks.

#### Develop and grow

- You seek feedback to enable greater self-awareness and provide the same to others in a way which inspires them to be even more effective.
- You manage your career development including keeping your knowledge and skills up to date.

#### Deliver excellence, always

- You strive to consistently meet and exceed expectations, putting clients at the centre of everything, and implement smarter, more efficient ways of performing your role.
- You build and maintain effective long-term working relationships with all stakeholders, and are a true MS ambassador.

### **Leadership (For Leaders only)**

- You inspire individuals and teams, through situational leadership, providing clear direction.
- You seek and provide opportunities which motivate team members, helping to develop skills and potential whilst strengthening our talent and succession pipeline.
- You are aware of emerging developments in our sector, demonstrating strategic insight about our clients and business and encourage this in your team.
- You articulate a vision of the future which inspires and excites others.

### **MS Values**

- **Mission driven:** With unwavering commitment, we exist to empower women and men to have children by choice not chance.
- **Client centred:** We are passionate about our clients and dedicate our efforts to delivering agreed objectives to the highest possible quality.
- **Accountable:** We are accountable for our actions and take responsibility for everything we do to ensure long term sustainability and increased impact.
- **Courageous:** We recruit and nurture talented, passionate and brave people who have the courage to push boundaries, make tough decisions and challenge others in line with our mission.