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Job Description: Sales Director

About the job

Payfuture is a Fintech Company, a payment gateway aggregator formed in 2018. We specialise in offering local payments in emerging market countries spanning the Indian subcontinent, Africa, Southeast Asia and LATAM. Payfuture lowers the barriers of entry and provides ease of market access for an eCommerce merchant's future expansion. We are growing at a phenomenal speed and have offices in the UK, India, The Philippines and UAE.

The Sales Director will be responsible for strategic leadership and management of the Sales and Business Development Teams in support of PayFuture's business goals. Reporting to the Co-founders, this is a high-visibility role that provides the development and execution of the overall Sales Plan. As a senior leader who represents Payfuture in all aspects of selling to the client, you will leverage your personal brand to build senior-level, trusted-advisor relationships with new and current clients. The role will define, develop, and manage implementing all strategic service offerings and outcomes to drive and support the end-to-end customer experience.

As our Sales Director, you will have these main objectives:

- **Sales Leadership & Management:** Leading the Sales and Business Development department, monitoring the effectiveness of sales efforts and ensuring that they are aligned with the overall business objectives. In this position, you will create processes that enable visible and transparent management and that utilize the available tools or implement new ones that bring about increased sales effectiveness.

- **Strategy Development:** Leading strategy planning and execution, you will drive sales growth strategies and ensure that these strategies are adopted across all levels. You will also be charged with developing improvement plans that are based on sales performance reports and surveys. Work with cross-functional teams to build and deploy best practices, as well as assisting in the identifying solutions and technologies that drive sales efficiency and consequently, revenue growth.

- **Sales Analytics and Effectiveness:** The Sales Director is responsible for sales analytics, sales tracking, sales effectiveness and reporting of sales performance. It will also be your duty to enhance the way data is collected and reported within the sales department. In this role, you will conduct market analyses to identify opportunities for growing the sales and communicating key messages.

- **Employee Training and Goal-setting:** Ensuring the availability of proper sales training initiatives as well as overseeing the planning and management for roles, responsibilities, values, and rules of engagement in the Sales department. You will also align planning, forecasting and budgeting initiatives with business objectives in addition to developing departmental goals and objectives.

- **Networking and Events:** Identifying and understanding trends within the market and amongst consumers, you will pursue opportunities that increase sales volumes for the business and keep track of prospective markets and consumers, developing processes that communicate key differentiators of the business. You will also attend and actively participate in sales events, seminars and workshops, establishing the business as an industry leader while simultaneously identifying, and capitalizing on any prospects.

You will work closely alongside:

- The Stakeholders to facilitate the needs of the overall business
- Business Development Managers and Account Managers
- Marketing, Finance, HR and Customer Services Teams
- Clients and Vendors, by communicating effectively with them to define processes and ensure they are implemented, acted on and monitored effectively for optimal performance

Together, we will build:

- A world-class Sales organization, trained to the highest standards
- Strong inter-departmental and external communications
- A highly automated Sales function
- Detailed and up-to-date SOPs
- Tracking & Analyzing metrics to determine opportunities for growth, increased efficiency, and improvement

You will be a good fit if you:

- Hold a BA/BS degree with 12+ years of business development, sales, and origination experience across multiple geographies and a strong knowledge of financial and/or payment solutions technology including systems, applications and banking practices.
- Have an entrepreneurial, 'can-do' mindset combined with prior experience working for Payment Gateways / Payment Processors.
- Have an executive presence with excellent written, verbal and interpersonal skills; you are able to communicate, influence and negotiate with our management as well as within client organizations.
- Are commercially focused and pragmatic, can identify opportunities and propose solutions. You are results-oriented, client-focused, and obsessed with simultaneously delivering value and delight.
- Are data-driven, analytical, and fully understand the diverse ways in which our ecosystem of products can be further adopted by our customers. You can deep-dive into customers' use cases and approach solutions with complete empathy, effectively playing the role of problem-solver for the customer.

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As a Valuable Payfuture Partner you will:

- Receive a competitive salary
- Be enrolled into our Employee Share Option Scheme
- Have autonomy from day one - you'll see your ideas become reality and truly transform how Payfuture works. You will set up systems and processes from scratch and truly define the direction of the Sales team
- The opportunity to be part of a rapidly growing business, providing an unrivalled opportunity to develop your skillset
- Be part of a collaborative, values-led team that is working hard to revolutionise payments in emerging markets
- Receive additional benefits as we grow

Our Hiring Process:

Our hiring process is designed to be agile and a candidate who's applying for the Sales Director role will go through the following steps:

- Our Hiring Team will review your application as soon as we get it
- Our Recruiter will contact you to learn more about your experience, detail the role and understand your motivations
- A call / meeting with our Chief People and Culture Officer
- Interview with our Co-Founders
- DISC Assessment