

Commercial Manager



Phone :

Web :

Job Summary

Vacancy :

Deadline : Jan 01, 1970

Published : Sep 01, 2025

Employment Status : Full Time

Experience : Any

Salary :

Gender : Any

Career Level : Mid Level

Qualification : Bachelor Degree

Job Description

Role Context

Responsible for driving growth , strengthening customer loyalty and retention, and creating a high performing sales organization to meet and exceed country revenue and profitability growth targets.

Key Responsibilities

- Leads the country's sales organization and is responsible for overall business growth, development and performance.
 - Builds strong commercial plans aligned with our Focus strategy, regional / country priorities and market opportunities to aggressively Grow DHL International (TDI) Business.
 - Provides measurable input into Namibia's overall business strategy with a focus on sales within Express guidelines.
 - Develops and implements sales strategies, tools and processes in line with overall DHL guidelines.
 - Drives the country's market growth and customer retention.
 - Reviews and advises on pricing, product mix, and brand portfolio policies.
 - Supports customer strategies, contract negotiations and supply chain management strategy.
 - Defines improvement areas based on pipeline reporting in collaboration with sales effectiveness.
 - Analyses the value of key technologies and industry development and identifies change needs within the sales function.
 - Identifies problems and updates or modifies working methods without defined procedures.
 - Reviews and monitors sales performance periodically and refines sales strategies as required
 - Determines improvement areas based on pipeline reporting in collaboration with sales effectiveness.
 - Influences Marketing initiatives in country.
 - Persuades other internal and occasionally external parties to accept complete proposals and programs where there may be little interest in cooperating or participating.
 - Builds strong relationships and co-ordination strategies with marketing and regional sales structures to enhance working processes and productivity.
 - Approves all major country sales strategy and development projects.
 - Recruits and develops the members of the country's sales leadership team; keeps them motivated and oversees their task assignments.
 - Approves key personnel decisions for the function.
 - Generates commitment, motivation and enthusiasm to company and division.
 - Leads and manages teams; determines team structure, roles, performance targets in co-operation with country leadership.
- Evaluates performance and proposes performance-based compensation for direct reports.

Education & Experience

Education Bachelor's Degree in Business / equivalent Marketing Sales Management Qualification is an added advantage *Experience* 5 years minimum prior experience in a sales leadership role *Acquaintance* with business development or marketing

Must Have

Excellent written, verbal and interpersonal communication skills Strong leadership skills, with the ability to think strategically. Express / Supply Chain knowledge is an advantage. English proficiency **OUR OFFER:** Strong career support in an international environment. Great culture and colleagues. Multifarious benefit program. **APPLICATION LINK:** <https://shorturl.at/RqLV6>

Educational Requirements

Bachelor Degree

Compensation & Other Benefits
