



HUMAN CAPITAL

INTERNAL/ EXTERNAL ADVERTISEMENT FOR A VACANCY

Vice President: Commercial

10 June 2024

Circular no. 0670/2023

POSITION: VP: Commercial
LOCATION: Head Office (Midrand)
DEPARTMENT: Corporate
GRADING: EML
C/C: 10455000

PURPOSE OF THE JOB:

This role forms part of Foskor's Executive Committee and reports to the President & CEO and is essential for the delivery of business objectives and strategic goals. The primary purpose of this role is the provision of strategic and leadership direction in the company's Commercial, Sales, Marketing and Procurement functions. Also, to promote and expand the company's commercial activity that will generate revenues and lead to sustainable growth.

QUALIFICATION(S) AND EXPERIENCE REQUIRED:**Minimum Qualification(s):**

- A relevant bachelor's degree qualification or equivalent.
- Master's Degree in relevant field, or Masters in Business Administration.
- Management and Leadership Development Programme will be an added advantage.

Knowledge; Experience and Capabilities:

- Entrepreneurial mindset and great leadership skills.
- The ideal candidate will also be a creative strategist with excellent organizational abilities.
- Ability to understand what makes a business or organisation successful, through either buying or selling products or supplying services to a market.
- Have profit making and trading value-add as a primary aim and objective.
- Foster relationship and engagement with clients to promote and sell the company's products.
- A businessman with courage, perseverance and go-getter spirit.
- Commercial awareness, learn about how your organization operates and how it makes money.
- Stay on top of industry news and events and use social networking sites to reach out to other professionals in the Commercial sector.
- The ideal candidate will be optimally skilled to provide oversight and direction on shipment schedule, finances and pricing management activities respectively.
- Support the Foskor Bid & Pre-Sales teams with timely and accurate vendor technology and pricing information and strategic insights.
- Illustrate an understanding of market trends, the business, competitors, and their products.
- Extensive work experience in the Commercial; Sales, Marketing and Supply Chain functions.
- Knowledge and application on completion of a good amount of research on the sector, and how the product utilisation can be expanded.
- Strong communication, sales-pitch, customer oriented and research skills.
- Ability and experience in building and managing strong team, as well as in remote/virtual work environment.
- Have a driver's licence and be able to travel locally, regionally and internationally.
- Must display a high level of initiative and be pro-active.
- Strong knowledge and application of legal and regulatory aspects relevant to the Commercial and Procurement functions.
- Computer literate in MS-Word, Excel and the internet.
- Ability to work independently, under pressure and to use initiative and meet deadlines.
- Ability to prioritise and have good organisational skills.
- Must be able to always handle and maintain confidentially, particularly around the Company's trade secrets and competitive edge.

KEY PERFORMANCE AREAS AND INDICATORS:

<p><u>KPA's:</u></p> <ul style="list-style-type: none"> • Formulate and give direction on the Foskor's business strategy with emphasis on Commercial aspects. • Responsible for identifying the market opportunities, design and update the sales process to ensure a proper setup to achieve commercial targets. • Define the Commercial Function planning and key deliverables execution processes. • Define the strategic framework underpinning the initiatives to elicit the future vision, goals, high level business objectives. • Develop the Commercial; Sales & Marketing; and Procurement business-case in partnership with Divisional Executives; CEO and the Board. • Develop and implement commercial strategies according to company goals and objectives aiming to accelerate growth. • Accountable for oversight role in facilitation and coordination of overall activities of Commercial Function, such as import of commodities and export processes. Have knowledge applicable custom duties and taxes on imports and exports. • Conduct market research and analysis to create detailed business plans on commercial opportunities. • Review market target research and assess the areas that a company should focus on for further development. • Socialise and enhance commercial awareness and culture across the organisation. • Develop and implement the sales and marketing strategy, and delegating tasks to their team and play the support and oversight role. • Represent and champion the company's brand and drive strategies to increase product awareness by observing the market, competitors, and industry trends. • Delegate and coordinate the procurement tasks to the relevant team members. • Support and guide the supplier performance evaluation processes. • Provide strategic leadership towards inclusive procurement and host communities empowerment in line with Foskor's Social Plans, as well as BBBEE regulations. • Enhance third-party risk management capabilities. 	<ul style="list-style-type: none"> • Ensure an agile Supply Chain by being adaptive and flexible to accommodate and focus on emerging and changing business priorities. • Set overall Procurement budget and ensure adherence across the function. • Monitor and manage variance to budget. • Monitor financial and cost efficiency of the procurement function. <p><u>KPI's:</u></p> <ul style="list-style-type: none"> • The return from a marketing investment divided by the costs of the marketing investment. • Customer retention • Pipeline and order book sustainability, as well as the number of opportunities measured that convert into new deals. • The percentage of conversions from marketing activities and operations. • Sales targets strike rate • Customer lifetime value, i.e., the revenue one customer has given your business and will continue to contribute. • Customer acquisition costs effectiveness • Brand awareness • Revenue growth and profit margin. • Client retention rate • Customer satisfaction
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APPOINTMENT WILL BE IN LINE WITH COMPANY POLICY ON EMPLOYMENT EQUITY

ENQUIRIES: VP: Human Capital & Corporate Affairs, Mr. V Matlala on Office Phone: (011) 347 0609 or Email: vincentm@foskor.co.za

Applications are to be completed on an "Internal Application Form" which is available at the Human Resources Offices or alternatively on <http://intranet.foskor.co.za/Corporate/Admin/Templates/AcidDivision/HumanResources/Form8>. Should you not receive any feedback by 10 July 2024, that will mean your application is unsuccessful. A comprehensive CV attached to the Application Form will be appreciated. Applications are to be marked for the attention to Mr. V Matlala (vincentm@foskor.co.za) and handed in or submitted not later than closing date of **Monday, 24 June 2024 at 12H00.**

