

I. COMPANY'S INTRODUCTION:

Bioseed Vietnam Limited (BVL) is a highly successful 100% foreign company belongs to the DSCL group in India. BVL, one of the first agribusiness companies in Vietnam, was established as a joint sector enterprise in 1992 and became a 100% foreign enterprise in 1999. DSCL is one of the oldest and largest business groups in India involved in Agri-business, Sugar, Chemicals, Cement, Real estate, Seeds, Retail Farmer service, etc.



BIOSEED

BVL is one of leading foreign companies in Vietnam which have been conferred with "Golden Dragon Award-2009 & 2010" by Vietnam Economic Times & 'Golden Cup' for two of our leading corn & rice hybrids by MARD. During last 20 years BVL participated in improving corn production in Vietnam through introducing many successful corn hybrid seeds. For last three years BVL has introduced Rice hybrid seeds, foliar fertilizers and vegetable seeds. We are a strong research focused organization having R&D centers in most of the Asian countries.

We have alliances with world leading seed companies for developing superior hybrids through biotechnology. Our goal is to develop the economy & living standards of farmers through providing innovative solutions & technologies.

We would like to further develop our business activities both intensively and extensively with professional services. We are urgently looking for the Sales Manager who would contribute to the achievement of our big goal.

II. POSITION: HEAD OF NORTH SALES

III. KEY OBJECTIVES AND RESPONSIBILITIES:

A. Key objectives:

- Develop and manage sale team to ensure sales and collection achievement of the assigned regions (North of Vietnam)
- Contribute to formulation of policy and strategy to revive the seed business
- Establish key processes in commercial function for enabling smooth seed business with special focus on product promotion.
- Maintain and expand brands and customers' relationship in the assigned regions

B. Key Responsibilities:

- Own and hit/exceed annual sales and collection targets within assigned territory and accounts
- Train, coach, and evaluate the North Sales Team in accomplishment of territory objectives
- Develop seed business and execute strategic plan include but not limit at short term and long term plans ensure to achieve sales targets and to expand the company's customer base

- Leading team to do the market development survey, segmentation, positioning of corporate's products as well as competitors. Understand seed business and Agri-market trends, reporting on the forces that shift tactical budgets and strategic direction of accounts
- Planning and forecasting sales target for years ahead, drawing road maps, estimating required resources and providing suitable methods to reach farmer better especially in peak selling season & peak activity season
- Build and maintain strong, long-lasting dedicated relationships (distributors, extension centers, district and provincial authorities). Effectively communicate the value proposition through campaign activities like field days, technical consulting trips or farmer meetings to re-establishing Bioseed brand name
- Be the voice of the General Director for ensuring deliveries in terms of sales with eye on profitability from the product perspective
- Cooperating with other divisions to keep the operation at good & effective manner of agribusiness firm
- Other tasks assigned by the General Director

IV. REQUIREMENTS:

1. Education and Training:

- University degree with major Agriculture or relevant fields.

3. Skills:

- Good organization and management skills
- Strong leadership and team motivational skills
- Good Reporting skills
- Good Presentation skills
- Good Interpersonal Communication skills
- Good Coaching and Training skills
- Good Computer skills: Excel, words, power point
- Good command of spoken and written English

2. Experience:

- 10 years of relevant experience with at least 5 years experience at the same position.

4. Personalities:

- Ability to work under very high pressure
- Having willingness to intensive travelling schedule
- Having good business sense and target oriented
- Being open for change with excellent 'Can Do' mindset and positive attitude.

IV. REPORT CHANNELS:

1. **Who report to this post:** Salesmen/Group Heads/Area Sale Manager who are under management of the North
2. **Who this post report to:** General Director

V. BENEFITS:

- Annual Salary package from **USD 25,000 - 40,000**
- Interesting allowance, bonus and promotion.
- Social, medical and unemployment insurance & Staff health care & accident insurance.

- Personal Accident Insurance and Hospitalization & Surgical Allowance Insurance: 5000 USD /per type.
- Opportunities of training domestic and abroad
- Great chance working in professional and friendly work environment.

VI. APPLICATION DEADLINE:

- Priority for early applications
- Deadline: 05 August, 2016

VI. CONTACT INFORMATION:

- For further information about the Corporate and Company information, please visit our website at <http://bioseed.com/vietnam/>
- Interested candidates send your CV and Application letter to HR Officer at **yen.vuong@bioseed.com** or Unit 348, 3rd Floor Binh Minh Hotel, 27 Ly Thai To Street, Hoan Kiem, Hanoi. Tel: 043 934 4625