

Position Profile – Sanofi Sales Executive Grocery

Title	Sanofi Sales Executive – Grocery
Purpose	To support the Grocery team at Sanofi
Reports to	Ceuta Senior Client Manager but will liaise with client contacts for all day-to-day activity
Direct Reports	None
Key Areas of Responsibility	<ul style="list-style-type: none"> • Assist in the development of annual trade marketing plans to support accounts • Weekly reporting of stock holding, sales revenues, forecasts and to Grocery NAM, by account. • Track sell out data and sell in data for Grocery accounts weekly/monthly • Provide monthly sales forecast by line for Grocery customers • To feedback all information to the company regarding meetings (contact report), store visits, market intelligence, account strategies and promotional programs in the form of written communication • Build a knowledge of the appropriate categories - brands, products and prices, in relevant accounts to be able to recommend business growth opportunities • Ensure all promotional prices are set up correctly on Grocery Supplier Portals • Ensure customers have all new line and promotional information, completed accurately, to their guidelines and timings • Manage account files for all key accounts
Professional Competencies	<p>Career Experience</p> <ul style="list-style-type: none"> • Previous experience of account management and delivering account development is essential (within FMCG, specifically Health & Beauty is preferred). • Demonstrable experience of profitable sales growth through strategic implementation of sales fundamentals is essential. • Previous experience of selling Business to Business is essential (within FMCG, specifically Health & Beauty is preferred). • Demonstrable knowledge of the industry is essential. • Experience working with grocery channel supplier portals is preferred <p>Qualifications</p> <ul style="list-style-type: none"> • Educated to A-level standard or equivalent • Good standard of general education, including Maths and English <p>Required Skills</p> <ul style="list-style-type: none"> • A strong understanding of key financial measures including ROI, promotional evaluation and sales analysis. • The ability to review and analyse your own targets in order to successfully achieve agreed KPI's. • The ability to independently manage your own time and workload to successfully achieve agreed KPI's. • The ability to use Excel to an intermediate level to create spreadsheets in order to analyse business performance and make recommendations to Sanofi grocery team and customers • The ability to use PowerPoint to an intermediate level in order to prepare and deliver an impactful PowerPoint presentation for selected accounts to achieve desired outcomes. • Strong analytical skills in order to interpret sales data and forecast accordingly. • The ability to interface effectively, up to director level, in order to negotiate price, promotions and budgets

Ceuta Group Core 6 Behavioural Competencies	Effective Communication – 3 Creates opportunities for others to provide feedback Inspires others to achieve through persuasive communication Creates a positive and trustworthy environment for others to communicate their ideas Facilitates discussions to achieve collective objectives Seeks to understand conflict to take appropriate action Conveys information in a timely, transparent and honest manner Presents succinct, well balanced information orally and in writing with clear outcomes Communicates in a straightforward, honest and engaging manner with all colleagues	Customer Focussed – 4 Demonstrates an in-depth understanding of customer needs to ensure that business decisions reflect the clients/customers perspective Encourages detailed insight from front line colleagues regarding customer needs and expectations to remain solution focused Advocates on behalf of the organisation to build trust and add value with the client/customer Ensures customer expectations are consistently prioritised and managed especially during critical periods Provides the customer with constructive feedback regarding issues/problems encountered Creates an environment where team/s are empowered to put clients /customers first
	People Driven – 2 Works to create a culture of openness and trust with colleagues to deliver team goals Strives to consistently support colleagues, over and above own role, to ensure a collaborative and supportive working environment Is willing to learn from mistakes and is able to build on others suggestions avoiding defensive behaviours Establishes good working relationships internally and externally through positive engagement and listening Fosters two-way trust when dealing with contacts to develop and maintain strong relationships Demonstrates initiative in professional self-development outside area of responsibilities	Drives Performance & Efficiency – 2 Demonstrates the ability to challenge existing practices in order to become more effective Needs minimal supervision to deliver high quality solution focused outcomes Remains focused when challenged with competing demands Generates results by acting in a focused way and within deadlines, and finds ways to go around obstacles with minimum guidance Considers the impact of own actions on achieving results Understands that all actions have a cost and choose the most effective way to do something in a resource-efficient way Examines and takes ownership of own effectiveness and makes adjustments if necessary to improve their performance

	Actively seeks feedback from a wide range of people to enhance team effectiveness	
	<p>Supports & Embraces Change – 2 Contributes positively to the change process by putting aside preconceptions</p> <p>Understands the bigger picture and accepts change in support of business needs</p> <p>Performs the job in-line with implemented changes and actively supports new ways of operating</p> <p>Recognises the impact of change on others and supports them through it</p> <p>Takes initiative to suggest ideas for improvement and positively shares feedback with others</p> <p>Seeks out ideas for continuous improvement</p>	<p>Grows the Business – 3 Seeks a wide range of sources of objective information when making decisions</p> <p>Recognises causes and consequences of actions and events that are not readily apparent and takes appropriate action</p> <p>Is alert to emerging issues and trends which may impact or benefit their own and team's work</p> <p>Uses own knowledge and expertise to lead interventions and develop new systems for self and team</p> <p>Can demonstrate how directly or indirectly their role, and that of their team, impacts business results</p> <p>Has a good level of understanding of the Ceuta Group's business, products and services</p>