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## WE'RE HIRING AREA SALES SUPERVISOR

The ideal candidate will lead sales and field operations, manage partnerships, penetration, and ensure seamless coordination across business functions including marketing, sales, and customer service.

• **Locations :** Iringa, Ruvuma, Kagera, Morogoro, Lindi, Mtwara, Songwe, Mara

### Responsibilities

• **Operations Management:** Oversee full market operations, set performance targets, manage satellite village rollouts, and generate strategic reports to ensure regional growth.

• **Stakeholder Representation:** Act as a key liaison for AzamPesa in the region, managing channel partners, aggregators, and stakeholders to strengthen presence and engagement.

• **Customer Experience:** Supervise the ground team to address challenges and enhance customer satisfaction while ensuring effective asset distribution (e.g., biometric machines, signage, posters).

• **Performance Management:** Drive team performance through regular daily and monthly reviews with regional sales teams including Aggregators, Wakalas, and Freelancers.

• **Competitor Monitoring:** Analyze market trends and competitor activity, delivering insights through structured reporting such as MIT Reports.

• **Cross-functional Leadership:** Lead activities across marketing, sales, technology, and safety, promoting innovation and agile problem-solving.

**DEADLINE:**  
**25 MAY 2025**

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## WE'RE HIRING

### HEAD OF SALES

Responsible for building and leading a sales team capable of selling AzamPesa products and services to the mass market by developing strategies to penetrate underserved niches, optimizing sales operations, and fostering a culture of integrity, honesty, and performance.

• **Qualifications :** A degree in Business, Finance, or a relevant field (or equivalent) is required, along with certifications or memberships in professional organizations. Candidates should have 8+ years of experience in Sales and Marketing, preferably in consumer-facing roles. A strong understanding of building and scaling effective ground sales operations in Tanzania is essential, while mobile money knowledge is a plus.

#### Responsibilities

- **Sales Leadership:** Build and manage a sales team capable of achieving sales and distribution targets for AzamPesa.
- **Strategy and Innovation:** Identify market niches, develop sales strategies, and adjust practices based on feedback and market trends.
- **Operational Excellence:** Oversee distribution processes, ensure profitable customer intake, and coordinate field teams to meet objective
- **Performance Monitoring:** Conduct monthly performance reviews and analyze competitor activities to improve strategies.
- **Campaign Management:** Develop promotions and manage projects to launch in live environments with stakeholders.

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**Locations :** Zanzibar & Dar es Salaam

## WE'RE HIRING

### MERCHANTS (LIPA HAPA) MANAGER

Responsible for overseeing the acquisition, management, and growth of merchant partnerships for the LIPA HAPA payment solution by driving merchant adoption, enhancing operational efficiency, and ensuring seamless service delivery while aligning with the company's strategic goals.

• **Qualifications :** A degree in Business, Marketing, or a relevant field (or equivalent) is required, along with certifications and memberships in professional organizations. Candidates should have at least 3 years of experience in Sales and Marketing within Telecom or Banking and a solid understanding of mobile money market dynamics.

#### Responsibilities

- **Merchant Acquisition and Onboarding:** Develop strategies to onboard new merchants, ensure smooth technical integrations, and provide training.
- **Merchant Relationship Management:** Build strong relationships with merchants, address concerns, and ensure timely support.
- **Market Analysis and Strategy:** Analyze market trends and competitor activities to refine merchant strategies and enhance product positioning.
- **Operational Efficiency:** Ensure seamless payment processing, collaborate with teams to improve workflows, and enhance service delivery.
- **Compliance and Standards:** Ensure all merchant operations meet regulatory and company standards.

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