



# We're Hiring

## Head of Sales

### Job Description

- Building a sales team from top to bottom that is capable of selling AzamPesa products and services into the mass market.
- Capable of understanding the nuances of the mobile money market and adjust strategies and practices accordingly. Direct experience in mobile money is not required, but the ability to think creatively and adjust methods based on results and feedback is a key aspect of this position.
- Identifying market niches in the mobile money space that are underserved and building sales strategies to penetrate those markets effectively.
- Identifies product improvements or new products by remaining current on industry trends, market activities, and competitors.
- Creating cohesion in the sales operations, establishing a culture of integrity, honesty and performance.

### Qualifications :

- Degree in Business, Finance or other relevant field (or equivalent).
- Membership in related professional organizations
- Certifications accreditation in relevant areas.
- 8 years' experience in Sales and Marketing from any industry with consumer facing sales
- Customer obsessed and solution oriented.

**DEADLINE: 10 OCT 2025**

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For more information: Toll Free 0800 785 555

### Responsibilities

- Managing resources to deliver the offer in alignment with company strategy
- Ensuring profitable customer intake (mass market and corporate)
- Optimizing and innovating the distribution process
- Developing team skills and ensuring the transfer knowledge
- Attain sales objectives as per set targets.
- Attain distribution objectives for both wallet and AzamPesa KPIs as per set targets
- Coordinate direct sales team in order to achieve objectives by applying approved procedures.
- Monthly performance reviews of Azampesa sales across regional and zones.
- Develop and coordinate supporting field teams
- Oversee product feedback by marketing activities and competitors' activities
- Develop promotions, campaigns and manage the projects to launch into the live environment together with stakeholders.
- Developed Strong competitor footprint in area of operation

### Knowledge & Skills

- Wider understanding of building and scaling an effective ground sales operation in Tanzania
- Proven strong interpersonal and stakeholders' management skills
- Proven ability of analysis and reporting.
- Knowledge of mobile money not required but is a plus.
- Strong Microsoft Office skills
- Strong communication, presentation, and negotiation skills.
- Ability to work with all levels of company staff
- High levels of honesty, integrity, and reliability.

### Behavioural Skills

- Self-starter with experience and desire to acquire new business
- Must be self-driven, energetic, resourceful, creative, and possess strong leadership Skills.
- Ability to project a strong, positive image of him/herself and the Company.

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# We're Hiring

## Senior Revenue Assurance Analyst

### Job Description

The Senior Revenue Assurance Analyst will lead the end-to-end monitoring, analysis, and control of revenue streams to ensure accuracy, compliance, and integrity of financial and transactional data.

The role will focus on identifying, investigating, and mitigating revenue leakages and fraud incidents using AML/AI systems and data analytics tools.

The ideal candidate will demonstrate advanced analytical skills, a strong understanding of data systems, and the ability to drive process improvement and automation initiatives within the Revenue Assurance function.

### Qualifications :

- Degree in Business, Finance or other relevant field (or equivalent).
- Membership in related professional organizations
- Certifications accreditation in relevant areas.

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### Responsibilities

- Oversee daily monitoring and validation of transactional and financial data across multiple platforms and systems.
- Lead the analysis and investigation of Red Flag Indicators (RFIs) generated from the AML/AI system (e.g., IntelWings) and escalate confirmed suspicious cases.
- Conduct root cause analysis on revenue leakages, propose corrective actions and follow up on remediation plans.
- Design and implement controls and automated checks to prevent unauthorized activities and minimize revenue loss.
- Prepare, review, and present daily, weekly, and monthly Revenue Assurance reports and dashboards for management decision-making.
- Coordinate system reconciliations, audits, and risk reviews related to revenue and customer activities.
- Support system integration testing and data validation during product launches or system changes to ensure revenue assurance readiness.
- Collaborate with cross-functional teams (Finance, Operations, Compliance, IT) to ensure end-to-end revenue protection and data integrity.
- Mentor junior analysts, provide technical guidance, and support capacity-building within the RA team.
- Maintain comprehensive documentation of all RA processes, controls, and case investigations.

### Knowledge & Skills

- Minimum 5 years of experience in revenue assurance, internal audit, financial control or risk management.
- At least 3 years in a senior role in a high-volume transaction environment (e.g., telecom,itech, banking, payments).
- Proven experience managing data reconciliations, financial systems, and audit engagements.
- Expertise in billing systems, ERP (SAP/Oracle/Sage), data reconciliation tools, and BI platforms (Power BI/Tableau).
- Strong understanding of accounting principles, revenue recognition, and financial reporting standards (IFRS/GAAP).
- Familiarity with automation, RPA, and analytics for revenue assurance is a plus

### Behavioural Skills

- Self-starter with experience and desire to acquire new business
- Must be self-driven, energetic, resourceful, creative, and possess strong leadership Skills.
- Ability to project a strong, positive image of him/herself and the Company.

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