

Job Description Chief Commercial Advisor

Purpose

The Chief Commercial Advisor of (Name of DISCO) provides advice on strategies and metrics through which (Name of DISCO) can improve its sales, marketing, product management, and customer engagement for meeting its corporate goals. The Chief Commercial Advisor also supports the CEO and department heads to develop the overall business strategy and set goals, particularly in the competitive landscape envisaged for the electricity sale business

Eligibility Criteria

- 16-year Degree in finance, business administration, or related field from a local/foreign university recognized by the Higher Education Commission
- Post Qualification relevant experience minimum of 15 years
- Proven experience in sales and client relationship management
- Strong experience in market research and analysis
- Excellent verbal and written communication skills.
- The candidates must comply with the Fit and Proper Criteria as laid down under the Public Sector Companies (Corporate Governance) Rules, 2013 framed under the Companies Act, 2017 and also as laid down under the State-Owned Enterprises (Governance and Operations) Act, 2023.

Age Limit

- Upper age limit is 50 years.

Skills & Knowledge

- Leadership
- Planning and Organizing
- Teamwork and Collaboration
- Decision Making and Problem Solving
- Relationship Management
- Broad knowledge of Business Processes for sales, marketing, product management, customer engagement
- Thorough knowledge of commercial and competitive priorities in the electricity distribution sector
- In-depth knowledge of relevant market / industry trends for all aspects of electricity distribution

Key Performance Indicators

- Completion of all assigned targets in the specified time.
- Timely delivery of advice and feedback
- Compliance to all commercial standards and practices applicable to (Name of DISCO)
- Evolve the strategies and commercial practices in use at (Name of DISCO) to meet business requirements

Responsibilities

Advice on all commercial affairs of (Name of DISCO)

- Support (Name of DISCO) in the development of its commercial strategy, commercial policy, protocols and standards to support corporate goals and business needs
- Support to the development of commercial business plans
- Advice on monitoring and analysis of sales performance data
- Advice on marketing and promotion strategies, particularly in the competitive landscape envisaged for the electricity sale business
- Identify areas of potential growth and new business opportunities
- Analyse customer feedback and trends to develop and implement new strategies
- Contribute to the development of strategic direction and guidance to the sales team
- Support budgeting, forecasting, and financial performance of commercial activities
- Keep track of the latest commercial developments that can help improve (Name of DISCO)'s performance
- Update the commercial strategy, commercial policy, protocols and standards of (Name of DISCO) periodically and validate their alignment with internal business requirements and external dynamics.

People Management

- Provides effective and inspiring leadership to subordinates;
- Builds competent and high performing team capable to meet current and future needs;
- Delegates responsibilities to subordinates and creates a sense of urgency;
- Ensures parity among subordinates with regards to learning and growth opportunities;
- Leads by example;
- Builds a conducive working environment for an engaged and committed team;
- Promotes a sense of purpose and self-fulfilment among subordinates;

- Manages performance of direct reports through objective setting, continuous support, feedback and formal appraisal;
- Identifies training and development requirements of subordinates to take future roles in coordination with HR.