



Job Description

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Job Title District Manager - Zambia	Job Location Lusaka	Category -
Job Type Full Time	Job level Manager	Industry Manufacturing
Open to Expatriates Open to Expatriates & Local Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Manufacturing: 8 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The District Manager will lead the overall sales function in Zambia, taking full ownership of country wide sales performance, commercial growth, and market execution. The role will manage Sales Managers and a broader commercial team of approximately 40+ employees, providing strategic direction while remaining highly hands-on and connected to customers, channels, distribution, and market operations.

Responsibilities

- Lead the overall sales function and take ownership of country-wide sales performance
- Develop and execute the country sales strategy in alignment with overall business objectives.
- Lead, manage, and develop Sales Managers and a broader commercial team of approximately 40+ employees.
- Drive revenue growth, market share, distribution, customer acquisition, and sales performance.
- Remain close to market execution and maintain a strong understanding of customers, channels, distribution, and field operations.
- Establish and monitor sales targets, KPIs, and performance standards.
- Analyse sales performance and market trends to identify opportunities and areas requiring corrective action.
- Strengthen customer and distributor relationships across key channels.
- Work closely with Marketing, Finance, Supply Chain, and other functions to ensure effective commercial execution.
- Lead negotiations with key customers, distributors, and commercial partners.
- Ensure effective sales forecasting, planning, and resource allocation.
- Build a high-performing and accountable sales culture.
- Coach and develop Sales Managers and other commercial leaders.
- Ensure effective implementation of sales processes, policies, and market standards.
- Provide regular commercial performance reports and recommendations to senior management.
- Identify opportunities to improve sales productivity, distribution coverage, and market penetration.

Education & Qualifications

- Bachelor's degree in Business Administration, Sales, Marketing, Economics, or a related field.
- A Master's degree or relevant commercial qualification is an advantage.

Requirements

- Significant experience in senior sales or commercial leadership roles.
- Proven track record of managing large sales teams
- Experience developing and executing sales strategies at country, regional, or large district level.
- Strong experience in customer management, distribution, channels, and direct market operations.
- Demonstrated track record of achieving revenue and sales growth targets.
- Experience managing Sales Managers and other commercial leaders.
- International or multi-market experience is an advantage.
- Experience working in a fast-moving, commercially driven environment.

Characteristics

- Energetic and highly operational.
- Strong commercial mindset.
- Hands-on and market-oriented.
- Strong people leadership and coaching capability.
- Results-driven and accountable.
- Excellent negotiation and influencing skills.
- Strong customer orientation.
- Decisive and proactive.
- Resilient and adaptable.
- Able to provide stability and long-term leadership.
- Strong analytical and problem-solving skills.
- Excellent communication and stakeholder management skills.

Reporting To

Sales Director

Driving Licence

Not Required

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