

VACANCIES FOR TOP FLIGHT SALES MANAGERS

Our client is a large customer driven. Fast Moving Consumer Goods (FMCG) conglomerate with corporate headquarters in Central Nigeria, but with presence in all parts of the country. As part of its strategic repositioning, the company intends to identify and recruit additional individuals to strengthen its sales team so as to build on its success. Such individual's must be dynamic, competent and focused with a deep commitment to results and a thorough knowledge of Nigeria's consumer market.

A. ZONAL SALES MANAGERS: Ref code: ZMR5

Qualifications:

A good University Degree in Marketing, Economics, and/or Business Administration.

Possession of an MBA or other relevant professional qualifications will be added advantage.

Working Experience:

Candidates must possess at least 10 years cognate experience in Sales and Marketing, with proven track record of opening markets and achieving targets.

Age Group: Preferably 35-45 age bracket..

Required skills: Good knowledge of Microsoft Office Applications: Word, Excel, Outlook and PowerPoint

Qualities: Sales driven and customer focused
Demonstrated leadership skills and proven ability to provide support, guidance and training to colleagues
Strong understanding of customer and market dynamics and requirements.

Excellent communication, reporting and interpersonal Skills
Strong analytical, organizational, decision-making and presentation skills

Willingness to travel and ability to work under **pressure to achieve set target.**

Transparent, honest and able to keep accurate records.

B. REGIONAL SALES MANAGERS: Ref code: 2MR8

Qualifications Required

Candidates must possess a University Degree or its equivalent in Marketing, Economics, Business Administration and or/Social Science. Possession of other relevant Qualifications will be an added advantage.

Work Experience- 5-10 years cognate experience in Sales and Marketing.

Age Group: Preferably 30-40 age bracket.

Qualities: Sales driven and Customer Focused. Strong leadership, motivational and Team-working Skills
Excellent Communication, reporting & interpersonal Skills

Strong analytical, organization and decision-making and presentation skills
Self-discipline with good prioritization and tame Management skills.

Willingness to travel and ability to work under pressure to achieve targets.

Transparent, honest, detail-oriented and able to work with minimum supervision.

All interested Candidates should send their applications via e-mail along with CV's and any relevant information to:

recruitment95@gmail.com

on or before **8 June 2012**. Please ensure that the reference code for position applied for and is clearly indicated when submitting applications.

Business schools to tackle dearth of skilled personnel in Africa

By Felix Kuyie

In response to the dearth of skilled managers in Africa, the Association of Africa Business Schools (AABS) has begun move towards training highly talented management experts who will make outstanding contributions to success of businesses and governance on the continent.

At a round-table symposium, which was part of the association's annual members meeting held at the Lagos Business School recently, delegates of the 27 business schools under the AABS across Africa stressed the need for the institutions to play major roles in tackling manpower deficiency on the continent.

Chairperson of AABS and Dean of the Lagos Business School, Enase Okonedo, in her welcome address, said "increasingly, the dearth of skilled managers on the continent continues to resound across various spheres. From the CEOs of large organisations searching for appropriately skilled managers to manage different aspects of the organisation and help drive achievement of their goals, to the founders and funders of social organisations, who seek managers to pursue their social objectives, the need for management talent on the continent is myriad.

"As AABS, we consider it critical that member schools are

suitably equipped and work assiduously to address the growing need."

The symposium provided opportunity for world class scholars in attendance to exhibit their intellectual prowess in the carefully selected topics of discussion meant to provide the foundation for training the right type of skilled manpower, especially managers, for Africa, considering the peculiar social, economic and cultural realities on the continent.

The highly interactive session saw Prof. Srikant Datar of the Harvard Business School doing justice to "Innovative Thinking and Problem Solving", Associate Principal at McKinsey and Company, Inc. Chinezi Chijioke delivering lecture on "Meeting the Job Creation Challenge;" Lead Consultant, TalentWise, Vitus Ezinwa and the Director, Sonny Erickson-Nigeria, Tade Oyinlola taking the delegates through the various "Innovative Approaches to Developing Leaders" and a team of experts speaking on "Innovative Approaches to Developing Base of Management Pyramid."

In the presentation by Chijioke, which bordered on how to tackle the challenge of job creation in Africa, he painted a picture of Africa as a continent characterised by low percentage of labour force in stable and wage paying job,

where many people are actually seeking but could not get a job and where most people are in vulnerable employment.

Besides, flaunting statistics and quoting reports, Chijioke said Africa was developing a cohort of some schooled but unemployable workers, adding that skill shortages and affordability were among the constraints to hiring in Africa.

According to Chijioke, in a survey of about 1600 businesses in Africa, over 50 per cent of the companies cited scarcity of job-ready candidates as the leading obstacle to hiring new employees.

On the way out of the situation, he said African nations must grow labour demand and improve labour supply. Growing labour supply, according to him, involves accelerating creation of new jobs, understanding which sectors have the greatest job potential in their countries and moving from economic growth strategy to growth and employment strategy, focusing on priority areas. And to improve labour supply, nations of Africa need to develop candidates who are skilled, schooled and job ready, understand the skills gap in the coming decades and adjust education strategy to close it and provide short time vocational education that is employer-linked, apprenticeship-heavy, quick-to-a-job and flexible over time.

Institute rallies support for procurement professionals

By Tosin Fodeke

As part of measures to check resource mismanagement, experts have called for increased presence of procurement professionals in the different tiers of government.

They stressed that except experienced and certified procurement professionals were given greater roles in governance concerns over the dividends of democracy will constantly be in question.

The President, Chartered Institute of Purchasing and Supply Management of Nigeria (CIPSMN), Alhaji Mohammed Aliyu said the involvement of more procurement professionals in the running of the nation would correct major pitfalls in the nation.

Aliyu while speaking at an induction ceremony for Batch A members of CIPSMN in Lagos recently, said if the nation is to attain the desired goals on a national basis, it must continu-

ally monitor the performance and the problems of the Nigerian Public Procurement System.

"As a result of defect in Nigeria procurement system and madness for riches, you need to see how practitioners, academics, educational administrators, personnel managers, engineers, quantity surveyors, journalist, pharmacists, short-hand writers and many more are flocking to grab the procurement job without due regards to the consideration for professional knowledge, which unfortunately has been one of the pitfalls of our nation," he added.

According to Aliyu, badly managed materials and procurement function in general spell financial and material resources disaster for the organisation to the extent that many organisation and nations have sustained huge losses because, their procurement functions are misman-

aged.

"Bluntly speaking, there seems to be a total blind-spot to the rewards available from investment in materials management and procurement functions. Appointments and the salaries paid are in all too many instances totally unrelated to the activity, which is the largest spending area in the company. Even worse, is the case of few professionally qualified staff and the few ones available are underutilised or denied them from their legitimate duty by arm-twisting them," Aliyu stated.

He further demanded that government respect the laws establishing Bureau of Public Procurement (BPP) and the Chartered Institute of Purchasing and Supply Management of Nigeria (CIPSMN) to the letter as this would bring efficiency and service delivery in form of dividends of democracy across the country.

Oyinloye reads riot act on mass transit scheme as TUC launches 150 buses

By Bukola Adeyemi

THE Managing Director of Infrastructure Bank Plc, Mr. Adekunle Oyinloye has stressed that buses acquired under the Federal Government's Public Mass Transit Fund (PMTF) scheme are to be used strictly for mass transit purposes.

Speaking at the formal launch of 150 mass transit buses of the Trade Union Congress (TUC) in Lagos, Mr. Oyinloye said that the N25 billion fund for the scheme was revolving "as repayments from beneficiaries are re-invested to ensure that the fund is self-regenerative without subventions from the Federal Government."

The managing director emphasised that, as the fund managers, the Infrastructure Bank has the responsibility to lend the fund to eligible transporters across the six geo-politi-

cal zones of the country in a sustainable manner that will meet the developmental goals of the Federal Government for the transportation sector.

In addition, he said that the bank has a duty to ensure that applicants for the scheme are capable of deploying the buses effectively and efficiently to guarantee loan re-payment as and when due while it also assisted them in building managerial capacity.

Oyinloye commended the Federal Government for "its visionary intelligence" in creating this scheme which, he said, "has become a testament to the government's desire to better the life of Nigerians."

He also commended the initiative of TUC executive to incorporate a company for its mass transit project, noting that the achievement was an evidence of the great things

that could happen when good leadership combined with opportunity.

To ensure the success of the mass transit scheme, the managing director added that the bank had also evolved stringent monitoring mechanisms for efficient utilisation of the buses and the preservation of Federal Government's investments.

"It is a must for the beneficiaries of the scheme to ensure routine and timely maintenance of the buses through accredited suppliers and service centres across the country," Oyinloye stated.

He also thanked the Lagos State government for putting in place the necessary infrastructure and regulatory framework, which he added, were now attracting private sector investment to the transport sector.