



1. **Position:** Unit Sales Manager (Retail)

Job Description

Company: Alliance Life Assurance Limited

Department: Retail Department

Location: Dar es Salaam

Reports to: Retail Manager

About Alliance Life Assurance Ltd:

Established in 2010, Alliance Life Assurance Ltd is the first locally privately owned Life Insurance Company in Tanzania. The company has expanded its influence throughout the region, becoming one of the leading insurance and financial services companies in East Africa, providing life insurance solutions to both corporate and individual clients. Alliance Life is highly rated in leadership, innovation, customer service, and risk management.

Position Overview:

Alliance Life is seeking an experienced Life Insurance Unit Sales Manager (Retail) to join the team. As a Unit Sales Manager, you will be responsible for selling retail products and supporting the retail distribution network to meet sales targets and contribute to the growth of the Retail Business portfolio. You will report to the Retail Manager and be based in Dar es Salaam.

Essential Duties and Responsibilities:

- **Sales and Performance Management:**

- Meet 100% of the sales budget for the team supervised.
- Lead and supervise a team of Retail Financial Advisors (RFA) to ensure success by setting and achieving sales targets and contributing to the profitable growth of the company.
- Organize presentations to various organizations and groups to promote retail products.
- Motivate the team, recognize high performers, and recommend corrective measures for poor performance.
- Maintain records and personal files for Retail Financial Advisors (RFA) and manage sales activity plans.
- Train Retail Financial Advisors (RFA) on product knowledge, legislation, regulations, and sales techniques.
- Supervise daily activities, conduct weekly sales unit meetings, and submit reports and minutes of meetings to the Retail Manager.
- Ensure the One-On-One selling approach for every RFA is implemented and documented.
- Carry out related duties as assigned by the supervisor.
- Maintain compliance with company policies and procedures.

Qualifications and Experience Required:

- Bachelor's Degree/Diploma/Certificate in Insurance and Risk Management, Economics, Banking and Finance, Marketing, or any related field.
- Certificate of Proficiency in Insurance (COP).
- Minimum of 3 years' sales experience specifically in Life Insurance is a must.
- Minimum of 2 years of management experience is an added advantage.
- Excellent marketing and negotiation skills.
- Strong relationship management skills.
- Ability to self-motivate and work independently, completing assignments within prescribed methodology and procedures.
- Excellent communication, report writing, and interpersonal skills.
- Strong planning and organizational skills.
- Ability to understand and analyze sales figures.
- Excellent time management skills; must work under pressure, meet deadlines, and maintain a positive attitude while providing exemplary customer service.
- Must comply with company policies and procedures.
- Ability to portray a high level of integrity and professionalism, including a well-groomed appearance.

General:

Alliance Life Assurance Ltd (ALAL) promotes an equal opportunity workplace, including reasonable accommodations for otherwise qualified disabled applicants and employees. Please contact Human Resources with questions regarding the physical demands of this position.

Application Instructions:

If you meet the qualifications and are interested in this position, please submit your resume to careers@alliancelife.co.tz with the subject "Unit Sales Manager." The deadline for applications is 25th October 2024. Only shortlisted candidates will be contacted.