



At Vodafone, we're not just shaping the future of connectivity for our customers – we're shaping the future for everyone who joins our team. When you work with us, you're part of a global mission to connect people, solve complex challenges, and create a sustainable and more inclusive world. If you want to grow your career whilst finding the perfect balance between work and life, Vodafone offers the opportunities to help you belong and make a real impact.

## 1. JOB TITLE: **Territory Manager: Mtwara**

### What you'll do

#### Role Purpose

Drive sustainable revenue growth and market penetration by leading sales and distribution efforts across assigned territories. The Territory Manager will act as a strategic enabler, aligning distributor performance with Vodacom's digital-first vision, ensuring competitive agility, and delivering superior customer experience in a rapidly evolving telecom landscape.

#### Key Responsibilities

- Achieve and exceed sales and revenue targets through effective distributor and dealer engagement.
- Leverage data analytics to identify high-potential areas and optimize sales strategies.
- Implement and monitor end-to-end distribution plans to ensure product availability and visibility.
- Identify and close gaps in the distribution chain, especially in underserved

or high-growth zones.

- Continuously monitor market activities and provide actionable insights to inform pricing, promotions, and channel strategies.
- Champion digital tools to drive adoption and customer self-service.
- Ensure retail execution standards are met, including digital POS systems, pricing integrity, and brand consistency.
- Support distributor capability building through training, joint field visits, and performance reviews.
- Embed a performance-driven culture among dealer staff through coaching and recognition.
- Deliver timely and accurate reports on sales performance, stock levels, and market trends.
- Use predictive analytics to forecast demand and align supply chain planning.
- Gather customer feedback from the field to inform product development and service enhancements.
- Promote inclusive access to Vodacom services, especially in rural and youth segments.
- Cross-functional Collaboration: Work closely with M-Pesa, Technology, and Customer Experience teams to deliver integrated solutions.

### **Qualifications & Experience**

- Bachelor's degree in Business, Sales, Marketing, or related field.
- Minimum 3–5 years in telecom/FMCG sales or distribution management.
- Strong understanding of Tanzania's telecom market and regional dynamics.
- Proven ability to manage channel partners and drive performance in a competitive environment.

### **Core Competencies**

- Strategic thinking with strong commercial acumen.
- Digital fluency and ability to drive tech adoption in the field.
- Excellent interpersonal, negotiation, and coaching skills.
- Resilience under pressure and agility in fast-paced environments.
- Strong analytical and reporting capabilities (Excel, Power BI, CRM tools).

### **Future-Focused Additions**

- Sustainability & Inclusion: Promote eco-friendly practices and inclusive access to digital services.

- AI & Automation Awareness: Stay informed on how AI and automation are reshaping customer engagement and sales operations.

**APPLY HERE**

## 2. JOB TITLE: **Territory Manager: Kawe**

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### 3. JOB TITLE: **Insights & Reporting- Lake**

#### What you'll do

#### **Role purpose:**

To provide timely, accurate, and focused information and support to the Zonal EHOD to Develop and implement effective business Reports to deliver improved decision making and competitive edge. Develop a framework for commercial processes. Support the Zonal EHOD in tracking routine functional / departmental objectives. Entrench and Monitor Region Team performance disciplines and routines

#### **Key accountabilities:**

##### **Analysis & Reporting**

- Provide region teams with reports on connections and airtime revenue
- Provide reports to compute monthly incentives payable to Channel Partners and SD team.
- Develop sales target setting templates
- Prepare presentations on monthly performance for Zonal EHOD
- Provide region team with distribution partner and staff monthly performance reports
- Provide Financial region Cost review templates and Budget forecasts
- Tracking KPI's of all key new launches for a period of two months on a daily basis, to be measured and evaluated on a monthly basis.
- Preparation of the region projects & proposals business cases.
- Preparation of Weekly region reports, Dashboard and Management meeting presentations
- Budget Champion for region: Monitoring of Sales Capex & Opex and ensuring they are within approved budgets.

##### **Manager region Project Routines & Disciplines**

- Prepare business cases for new projects

##### **Region Operations & Incentive Plans Management:**

- Develop and monitor reward & recognition programs for Channel Partners & SD team; run Contest results and follow up to ensure that rewards get to the right winners.

- Computation of monthly Sales Incentives (SIP) and R&R as per HR policy, Validate with Revenue Assurance and ensure that such payments are done by HR.

Working closely with Geo-marketing team to review Territory & Regional boundaries, based on ROIs for Channel partners and other region infrastructure elements.

### **Business Process review**

- Liaise with other departments on business reengineering processes relating to distribution team, back office and corporate segment

### **Core competencies, knowledge and experience**

- Strong analytical skills and problem solving skills
- Excellent and effective communications skills, both orally and in writing
- Excellent level of knowledge of all products within a product family, Vodacom policies and practices. Excellent understanding of reporting and planning processes.
- Excellent, high level knowledge; complete understanding and wide application of technical principles, theories and concepts in the field of expertise and general knowledge of other related disciplines

### **Must have technical/professional qualifications:**

- 2-5 years with University Degree in business or sales management; 1-3 years with Advanced Degree
- Able to work under high stress with short-term targets and objectives
- Creativity, adaptability and agility.

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