



## General Manager: Motor

Bidvest Insurance is a non-Life insurer within the Financial Services division of the larger Bidvest Group and operates alongside other great companies such as Bidvest Bank, Bidvest Life, FMI, Compendium Insurance Brokers and others.

Bidvest Insurance was founded in 1997 and provides niche value added products to customers through its Direct Channel which operates via call centres, as well as its Affinity Channel that partners with distribution networks. Our products are designed to protect consumers and deliver exceptional service levels when our customers need us most, so that we can deliver on our purpose 'To protect everyday South Africans, against foreseeable events and their financial losses, so that we can all contribute to a better South Africa'.

We have successfully expanded and evolved through our dedicated commitment to our values, customers, partners, and staff. Interested individuals looking to join Bidvest Insurance can expect to join a young and energetic team that challenge convention and who are intent on building long term relationships with all stakeholders.

Being a part of Bidvest, one of South Africa's leading services, trading and distribution groups, your career aspirations with us are only limited by your own imagination.

### Position Overview

The General Manager will be responsible for managing the daily business activities of the motor channel, including managing team of Key Account managers, implement strategic plans, maintain relationships, and grow business within the national partner dealer network.

### What You'll Need



#### Attention to Detail

We like to keep our eyes on the prize at Bidvest Insurance! And that requires a strong need for attention to detail as it's the small things that can make a **BIG difference!**



#### Energy

We operate with passion and excitement & thrive off a '**can do!- let's go!**' attitude. We believe in embracing new challenges and celebrating our wins!



#### Positive Attitude

We believe in creating a positive work environment that is enjoyable to be apart of and we look to the individuals of the company to make a **positive contribution** to our culture

### Our Values

At Bidvest Insurance, we are all part of a BE'VOLUTION where we live our values each and every day for the benefit of our colleagues, customers, partners, stakeholders and our environment.



Our curiosity drives us to constantly improve our business



Anyone can do ordinary, we do extraordinary



Treat everyone with respect, in & outside our company



We always do the right thing, even when no one is looking



We're enthusiastic in everything we do - our energy is infectious



We're committed to understanding our customers, partners and colleagues

## Key Responsibilities and Duties

- ▶ Oversee daily business operation.
- ▶ Manage team of Key Account Managers performance is in accordance with Key Performance Objectives.
- ▶ Grow product penetration within the dealer partner network.
- ▶ Maintain strong relationships with dealer partner network.
- ▶ Identify product development opportunities.
- ▶ Research and develop growth opportunities.
- ▶ Design and launch exciting incentive programs.
- ▶ Evaluation of performance and productivity.
- ▶ Plan and implement dealer function and launches.
- ▶ Monitor and manage Key Accounts Managers daily productivity and performance
- ▶ Regular dealer visits, ensuring ongoing relationships are maintained with all dealer partner network management
- ▶ Attend regional dealer meetings to ensure that Bidvest Insurance products are being promoted and sales opportunities are being fully utilised.
- ▶ Prepare monthly sales reports and quarterly channel reports that provide insight into channel performance and opportunities.
- ▶ Meet with dealer management on a regular basis to discuss and implement growth opportunities.
- ▶ Analyse monthly performance / penetration reports, identify poor performance and implement turn around plans.
- ▶ Develop and implement action plans.
- ▶ Assist with any claims, queries and customer complaints ensuring high level of customer experience within the dealer partner network.
- ▶ Develop and manage Key Account Managers commission structure, ensuring that increased penetration performance is rewarded, and poor performance is closely monitored.
- ▶ Increase Bidvest Insurance Limited sales by means of dealer partner growth.

## Qualifications

- ▶ Diploma / relevant qualification in Sales
- ▶ Matric
- ▶ RE
- ▶ FAIS

## Knowledge and skills

- ▶ Excellent Customer Skills.
- ▶ Experience in managing sales teams.
- ▶ Proven sales experience ideally within Short Term Insurance (Motor) space.
- ▶ Excellent Communication skills.
- ▶ Motivational, team building skills.
- ▶ General understanding and working knowledge of motor dealerships
- ▶ General Motor Industry knowledge.
- ▶ Minimum of 5 years in a similar position.
- ▶ Experience and Ability to interact at all levels including dealer group CEO level.
- ▶ Good understanding of motor value added products, structures and regulations.
- ▶ Minimum of 3 years experience managing a national dealer network.

### Submissions:

Preference will be given to PDI candidates in line with our EE

Interested candidates to please submit their CV to: [jobs@bidvestinsurance.co.za](mailto:jobs@bidvestinsurance.co.za)

Should you not hear from us within 2 weeks from date of application, please consider yourself unsuccessful

Bidvest Insurance is an authorised Financial Services Provider

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