

Designation: General Manager -Commercial Operations

A) Desired Profile:

- Minimum 13 years of experience in managing Commercial Operations of Mega Telecom/IT /ISP Projects **OR** on deputation from Central / State PSU worked in Telecom Business Stream of PSU officers with minimum 13 years of experience (on deputation)
- Should have expertise in:
 - ⇒ Enterprise and retail Telecom /ISP business with a deep understanding of the functional processes and the technology solutions in the market.
 - ⇒ Defining Business goals, leading the sales team, competitive analysis and benchmarking.
 - ⇒ Should have basic understanding of Active and passive components of Telecom networks like Router & Switches, GPON, DWDM, SDH, GEON, Active Passive Devices, NMS etc.
- Should have leadership and managerial skills, Good knowledge of industry-specific terminology, rules and regulations

B) Qualifications and Experience:

- **BBA** with **first** class from reputed institute / university **or B. Com** with **first** class from reputed institute / university **or B.E. / B. Tech** with **first** class from reputed institute / university
- **MBA/PGDM** (in Marketing / Finance / Retail / Business Administration) with **first** class from reputed institute / university.
- **Or** on deputation from Central / State PSU worked in Telecom Business Stream of PSU

C) Key Roles and Responsibilities:

- Define business goals with Order, Sales, Costs and GP targets. Define the business strategy in terms of solutions offering, alliances, target customers, marketing activities and resources.
- Responsible for the achievement of the targets defined in the Business Plan by working actively with all stakeholders.
- Define, evolve and expand the solutions offering by working closely with Project team.
- Lead the sales team to achieve sales objectives through new customer acquisition, account mining and development.
- Empower sales team with solutions capabilities, strategic directions and market intelligence.
- Market trend, competition analysis and benchmarking.
- Manage P&L for the Business Unit, enhancing profitability objectives through effective management of Business & Ecosystem.
- Develops strategic plan by studying technological and financial opportunities; presenting assumptions; recommending objectives.
- Establishing business plans, budgets, and results measurements; allocating resources; reviewing progress;
- Contributes to team effort by accomplishing related results as needed.
- Assist/support organisation in various policy level decisions related to the Commercial Operations.
- Analyse KPI reports of team members to identify areas of improvement or pre-empt areas of deterioration. Recommend any changes that may be needed
- Team Handling, Proper Coordination with Stake Holders / Management for smooth functioning of Commercial Operations.
- Strategically bifurcate work streams between those that should be outsourced vs insourced, while factoring in changes that are likely to be experienced

D) Soft Skills:

- Motivate personnel to meet company goals.
- Excellent listening and presentation skills
- Excellent verbal and written communications skills
- Should be able to identify and resolve problems, work well independently or as part of a team, and also work well under pressure.

E) Age Limit: Not more than 40 Years

F) Remuneration: INR 165000/- P.M. (Cost to Company basis) or on deputation, pay protection benefits will be provided

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