

Job Title	Commercial Director
Department	Commercial
Section	N/A

Reports to	Chief Executive Officer
Supervises	Marketing / Commercial Division
Level	Top Management

Job Objective

The Commercial Director plans, develops and implements commercial strategies in line with company goals & objectives, with the aim to accelerate growth. This position requires you to be a professional and strategic thinker with an entrepreneurial mindset with great energy, leadership, and initiative to drive and develop a winning team.

In addition, you ensure that the commercial department has the proper structure, business and financial models, operational control, reporting, procedures, KPIs and staffing needed to effectively grow our market share in different real estate sectors (Residential, Commercial and Industrial).

Ultimately, we'll trust you to help us remain compliant, efficient and profitable during the course of business.

- General Principles**
- Aligning your values with the Mission, Vision and Values of the corporation.
 - Committing to the Core Corporate Values of the company reflected through behavior, work quality and results.
 - Promoting a professional image of the company in every aspect of the job both internally and externally and with colleagues, clients, partners, and suppliers to maintain the reputation of the firm.
 - Maintaining a high level of confidentiality throughout all aspects of current activities & any other activity related to the business.

- Main Tasks**
- Participates as an active and contributing member of the Top Management team.
 - Maintains a constructive and highly interactive relationship with other departments to maximize portfolio value and streamline reporting, including but not limited to (Operations, HR, Finance, Administration and legal Divisions).
 - Leads the initiative of Digital Transformation and drives technology adoption through active engagement, monitoring, and daily coaching.
 - Establishes and implements the Commercial division's organizational Chart, structure, strategies, goals & objectives, aiming to accelerate growth.
 - Conducts reviews, studies, and evaluations of commercial operations and standards, including development of new concepts for departmental performance improvement.
 - Determines the optimal pricing to balance profit with customer/client satisfaction.
 - Creates and implements a Commercial standardized policies & procedures and best practices manuals in line with company goals & objectives.
 - Oversees the regional offices and Commercial divisions to ensure standardized quality of outcomes.
 - Provides strong leadership and communicates a strategic vision for the department.
 - Develops, manages and monitors sales forecasting and budget development, and having full ownership of achieving the company's revenue projections.
 - Develops an annual Commercial Plan and provides quarterly updates, revisions and modifications.
 - Develops a plan for formulating the division KPIs in alignment with the organizational objectives.
 - Develops and executes a performance driven culture in the team by timely monitoring, reviewing of performance parameters and providing feedback to the team members.
 - Builds strong, long-lasting relationships with channels partners and Business advisors.

- Ensures customer requirements are met in a timely manner while adopting a client centric approach.

The dynamic business environment of the company might bring changes in job nature induced by new technology, new business lines, new regulations... The Company might require the jobholder to carry out additional tasks that he/she will be trained and coached on...

Qualifications

Education

- MBA, Master’s Degree, in Finance, Business Administration, Marketing or equivalent is required.
- PMP certification is a plus

Experience

- 10+ years’ progressively responsible sales experience; including at least 4 years of sales leadership experience managing a team of quota and carrying sales executives.
- A proven track record of both achieving and over-achieving goals in past sales positions.
- In depth Knowledge of market analysis and metrics.
- Hands on experience in creating reporting and managing budgets and P&L.
- Experience in remotely managing teams in a global setting.

Required Language

- Advanced/professional proficiency in Arabic and English is required; French is a Plus.

Skills Requirements

- Critical Thinking – strategic and highly analytical.
- Leadership – easily move others to action by delegating, coaching, planning, motivating, organizing, and controlling workflow.
- Goal Oriented – Result driven, naturally motivated to reach goals.
- Proactive self-starter with an entrepreneurial attitude and great instincts for value.
- Maturity – provide a good balance of risk taking and judgment; is aggressive and confident.
- Strong command of details including project status and ability to drive projects to successful conclusion.
- Ability to work within a fast paced evolving organization and manage multiple complex priorities.
- Highly astute with exceptional interpersonal skills, including written and verbal communication.
- Knowledge of industry’s legal rules and guidelines.
- In depth knowledge of diverse business functions and principles (e.g. Operations, Marketing, Finance, Customer Service etc.)
- Brilliant and well-honed financial skills, able to apply financial modeling techniques and critical analytical frameworks to solve for effective real estate decisions and outcomes.
- Expert in MS Office: Word, Excel, Outlook, PowerPoint, and web-based mapping, CRM and tracking software developed internally to analyze, quantify, and recommend transactions.

Job Requirements

- Ability to travel upon business requirements.
- Ability to work a flexible schedule remotely including evenings and weekends when needed.