



JOB DESCRIPTION: SENIOR MANAGER, SALES OPERATIONS

DEPARTMENT:	Business Development	REPORTS TO:	Director, Global Support
JOB CLASS:	Sr. Manager	PAY GRADE:	20
EXEMPT STATUS:	Exempt	DATE:	9/3/2015

Our Mission is to deliver a high quality, technology-based education that provides the skills and knowledge students need for success.

POSITION GENERAL SUMMARY:

The Senior Manager, Sales Operations manages the sales operations of both instate and out of state business ensuring ongoing improvements in operational effectiveness and efficiencies. The Senior Manager, Sales Operations evaluates department's business processes, including, but not limited to: department-specific policies and procedures, sales operations, fiscal auditing and reporting requirements, daily financial operations, client support, and creation, monitoring, and maintenance of the overall department budget. The Senior Manager, Sales Operations is actively involved in the department strategic planning and provides leadership and direction.

ESSENTIAL POSITION FUNCTIONS:

- Provide supervision, leadership, and performance management to the Business Development Operations Team, Global Finance Operations Team, Global School Support Team, Gardiner Scholarship Support Team, and Materials Storefront Team
- Manage department operations, including: sales operations, financial operations, and budget processes; CRM and management; Client Support; and renewal services management
- Serve as member of the Business Development Leadership Team charged with executing the company's strategic vision, recommending actions to drive revenue and increase profit
- Represent the department at key FLVS leadership groups, including the Data Warehouse Committee, and Team Operations
- Manage the continual improvement of department business processes
- Oversee the development and implementation of new processes and applications as needed to improve department efficiency; recommend new systems and resources as appropriate
- Oversee the department financial processes and procedures including order processing, invoicing, accounts receivable, accounts payable, vendor payments, incentive reconciliation, and expense coding
- Develop and manage the FLVS Global and Franchise budgets, working directly with the department Directors to ensure alignment with revenue and profit targets
- Liaise with the FLVS CFO, Finance Director, and other Finance Department staff to ensure accurate and efficient financial operations
- Manage the development and execution of renewal services
- Conduct quantitative analytics to design territory revenue goals, including establishing quotas
- Oversee Gardiner Scholarship program including operations, management, and reporting
- Direct the development, programming, and maintenance of the FLVS Global & Florida CRM system
- Direct the training function related to sales operations, CRM functionality, and processes
- Oversee the development of all pipeline, account, and sales reports

- Develop and oversee the execution of operational procedures and systems for tracking, auditing, and payment to outside vendors or partner companies
- Serve as the financial and operations liaison with strategic partners
- Serve as the legal liaison with FLVS legal for executing customer and vendor agreements
- Accountable for the successful execution of all sales operations procedures and processes within the Global & Florida CRM
- Develop and maintain all Standard Operating Procedures related to business operations
- Manage, control, direct, and supervise assigned direct reports, including general leadership, planning, organizing, and reviewing
- Meet professional obligations through efficient work habits such as, meeting deadlines, honoring schedules, coordinating resources and meetings in an effective and timely manner, and demonstrate respect for others
- All work responsibilities are subject to having performance goals and/or targets established

(These essential functions are not to be construed as a complete statement of all duties performed. Employees will be required to perform other job related duties as required.)

MINIMUM REQUIREMENTS:

Education/Licensure/Certification:

- Bachelor's degree in Business Administration, Finance or related field

Experience:

- Bachelor's degree in Business Administration, Finance or related field
- Five years' business operations, finance, or related field experience
- Three years' experience leading, managing, or supervising others in a virtual environment
- Five years' experience working with the educational marketplace
- Experience managing projects
- Salesforce.com experience required; Salesforce Certification preferred

Knowledge, abilities and skills:

- Ability to work with and through people to establish goals, objectives, and action plans
- Ability to effectively manage time, resources, and meet deadlines
- Strong attention to detail and organizational skills
- Strong interpersonal, leadership and motivational skills
- Highly proficient in Microsoft Office Suite
- Strong process and project development skills
- Innovative problem solving skills and techniques to accomplish objectives
- Possesses strong verbal and written communication skills
- Strong budgeting, auditing and financial reporting skills

CORE COMPETENCIES FOR SUCCESS:

COMMUNICATION SKILLS <i>Clearly and effectively conveys and/or presents information verbally; summarizes what was heard to mitigate miscommunication; Shares ideas and perspectives and encourages others to do the same; Informs others involved in a project of new developments; Disseminates information to other employees, as appropriate; Effectively uses multiple channels to communicate important messages; Keeps supervisor well informed about progress and/or problems in a timely manner; Writes in a clear, concise, organized and convincing way for a variety of target audiences; The written message is consistently error-free; The written message has the desired effect on the target audience</i>	CUSTOMER FOCUS <i>Prioritizes customers (internal and external) and their needs as primary and is dedicated to meeting their expectations; Develops and maintains customer relationships; builds credibility and trust; Quickly and effectively solves customer problems; Provides prompt, attentive service in a cheerful manner; adapts to changing information, conditions or challenges with a positive attitude; Incorporates customer feedback into delivery of service to provide the best experience possible for the customer; Actively promotes FLVS in community by serving as a FLVS ambassador or volunteer</i>
INTERPERSONAL SKILLS <i>Relates well with others; Treats others with respect; Shares views in a tactful way; Demonstrates diplomacy by approaching others about sensitive issues in non-threatening ways; Considers and responds appropriately to the needs, feelings and capabilities of others; Fosters an environment conducive to open, transparent communication among all levels and positions; Takes the initiative to get to know internal and external customers</i>	FUNCTIONAL /TECHNICAL EXPERTISE <i>Has the skills, abilities, knowledge and experience to be successful in functional area of expertise; Dedicates time and energy to keeping abreast of the latest information related to area of expertise and technology; Picks up on technology quickly; Does well in technical courses and seminars; Produces high quality work in organized and timely fashion</i>

MANAGER COMPETENCIES FOR SUCCESS:

COMMAND SKILLS <i>Relishes leading; Takes unpopular stands if necessary; Encourages direct and tough debate but isn't afraid to end it and move on; Is looked to for direction in a crisis; Faces adversity head on; Energized by tough challenges</i>	CONFLICT MANAGEMENT <i>Steps up to conflicts, seeing them as opportunities; Reads situations quickly; Good at focused listening; Can hammer out tough agreements and settle disputes equitably; Can find common ground and get cooperation with minimal "noise"</i>
LISTENING <i>Practices attentive and active listening with all groups/people; Has the patience to hear people out without interruption; Can accurately restate the opinion of others even when he/she disagrees</i>	MANAGING DIVERSITY <i>Manages all kinds and classes of people equitably; Deals effectively with all races, nationalities, cultures, disabilities, ages and both sexes; Hires variety and diversity without regard to class; Supports equal and fair treatment and opportunity for all</i>
DEVELOPING OTHERS <i>Provides constructive, concrete, behavioral feedback to others through monthly development discussions; Shares information, resources and suggestions to help others be more successful; Delegates challenging work assignments or responsibilities that will help the abilities and stretch others; Regularly meets with employees to review development needs, career aspirations and progress; Constructs compelling developmental plans and executes them; Creates a climate in which people want to do their best; Is a good judge of talent; After reasonable exposure, can articulate the strengths and</i>	TIMELY, QUALITY DECISION MAKING <i>Makes decisions in a timely manner, sometimes with incomplete information and under tight deadlines and pressure; Able to make a quick decision; Makes good decisions based upon a mixture of analysis, wisdom, experience and judgment; Sought out by others for advice and solutions; Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time</i>

<i>limitations of people inside or outside the organization</i>	
<p>PROCESS MANAGEMENT</p> <p><i>Good at figuring out the processes necessary to get things done; Knows how to organize people and activities; Understands how to separate and combine tasks into efficient work flow; Can readily see opportunities or synergy and integration; Can simplify complex processes; Gets more out of fewer resources</i></p>	<p>TEAM BUILDING</p> <p><i>Develops networks and builds alliances; Participates in cross-functional activities to achieve organizational objectives; Focuses time and energy to develop direct report team and peer team; Fosters commitment, team spirit, pride and trust; Recognizes and rewards people for their achievements and contributions to organizational success; Identifies and tackles morale issues; Provides training and development to employees; creates and participates in team building sessions; Empowers others; Makes each individual feel his/her work is important; Invites input from each person and shares ownership and visibility</i></p>
<p>MANAGING & MEASURING WORK</p> <p><i>Clearly assigns responsibility for tasks and decisions; Sets clear objectives and knows what to measure and how to measure them; Monitors process, progress, and results; Designs feedback loops into work; Holds self and others accountable for achieving goals and objectives</i></p>	<p>COMFORT AROUND HIGHER MANAGEMENT</p> <p><i>Deals comfortably with more senior managers; Presents to more senior managers without undue tension and nervousness; Determines the best way to get things done with more senior managers by talking their language and responding to their needs; Crafts approaches to working with more senior managers that are seen as appropriate and positive</i></p>
<p>MANAGERIAL COURAGE</p> <p><i>Doesn't hold back anything that needs to be said; Is not afraid to provide current, direct, and "actionable" positive and corrective feedback to others; Lets people know where they stand; Faces up to people problems on any person or situation quickly and directly</i></p>	

PHYSICAL REQUIREMENTS AND ENVIRONMENTAL CONDITIONS:

- Location: Remote
- Frequency of travel: Occasional travel is required for meetings, trainings and conferences; location may vary and may require overnight stays
- Light physical activities and efforts required working in an office environment

(Reasonable accommodations will be made in accordance with existing ADA requirements for otherwise qualified individuals with a disability.)

FLVS does not discriminate in admission or access to, or treatment or employment in its programs and activities on the basis of race, color, religion, age, sex, national origin, marital status, disability, genetic information or any other reason prohibited by law.