



JOB DESCRIPTION

Role Title:	Sales Training Manager
Salary:	£30K Plus Incentive Scheme
Hours:	Mon – Friday
Location:	Bellahouston Business Centre, 423 Paisley Rd W, Glasgow G51 1PZ
Reports to:	Director Operations

About

Frog is a new web platform, focused on the wellbeing of UK citizens and communities by uniquely grouping people 'Geographically'. It is envisaged that Frog will become the de facto Go To place for people seeking local information.

Frog's principle aim is to help people lead long, safe, happy and healthy lives by preventing ill health and promoting good health and vibrant communities from an asset-based approach, giving people the knowledge and power to manage their own lives effectively.

Frog is now building a team to help deliver its aims and objectives and is currently seeking an experienced Sales Training and Development Manager to shape our sales strategy and drive revenues. Reporting at Board level, this new role combines both strategic development with hands on delivery.

You will review, design, deliver and manage a training programme for our new sales office based in our Glasgow Head Office.

Main Purpose of the Role

You will be a highly skilled training professional from a proven sales background who is passionate and dedicated to helping others achieve their personal best. You can foster a coaching and mentoring culture and have experience of supporting in-house sales teams with coaching skills and expertise. You are someone who understands the importance of evaluating training and delivers by results.

To support the trading activities of Frog Systems, through competent and enthusiastic sales and service to potential customers, demonstrating a passion for Frog and its long-term objectives.

Principal Duties & Responsibilities

- Delivery & execution of recruitment and new hire training process, primary sales training and virtual primary sales training classes
- Execution of selling skills training for Sales Representatives in close cooperation with Frog Management teams
- Responsible for the design & delivery of specific training initiatives
- Coach team members to improve performance, manage project work and develop skills sets
- Management of competency assessment process and competency analytics as a key input into training plans



- Manage delivery of new product launch training for key UK regional markets in close collaboration with Marketing & Development Teams
- Development of a portfolio of training materials including classroom sessions, coaching calls, webinars, printed manuals, training videos and eLearning
- Ability to see market opportunities for Frog and act upon them
- Measure, analyse and report performance metrics.
- Develop and manage Sales Development & Training asset database
- Develop and build links with local colleges and universities

Experience

- Proven Sales / Sales Leadership or Commercial Excellence experience
- Experience in training/learning development or related experience
- Experience translating business strategies to learning solutions
- Experience working and managing resources in a matrix environment with strong influence management skills

Skills

- Ability to problem solve and critically think through training issues to align strategically to the departmental goals.
- Proven track record of influencing and relationship building skills that inspire trust and credibility between key stakeholders.
- Strong interpersonal and communication skills to facilitate collaborations.
- Strong consultant, leadership and analytical skills
- Excellent communication skills
- Proactive, positive and target driven

Other Factors

- Availability to work at short notice
- A good sound knowledge of Social Media platforms

Personal Qualities

- Proactive self-starter.
- Passionate and enthusiastic
- Upbeat personality and ability to cope with pressure
- Methodical and Analytical in approach to work
- Excellent time management
- Exceptionally good at relationship building and working with others.
- Excellent communication skills