

JOB POSTING TEMPLATE

Date: 2022

Function: Business Development

Job title: Manager, De La Sól Planning and Business Quality

Manager title: De La Sól Channel Experience

Job purpose

Support management team in managing productivity and quality by designing compensation scheme and incentive scheme for the sales force and contest campaign to push sales.
Be responsible to support DeLaSól sales channel growth by analyzing and monitoring sales channel performance and DeLaSól Quality Assurance.

Major accountabilities

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- Maintain analytic framework for regularly reviewing compensation's impacts on distribution performance.
- Calculate the annual budget with the detailed allocation by activity and campaign
- Propose design contest/ incentive scheme and communicate to sale force & evaluate the effectiveness of compensation schemes and sales contests/ events
- Conduct performance analysis to drive performance and quality of distribution channel.
- Collaborate with Compliance team, sales team and various departments to implement initiatives to ensure sales quality of DeLaSól channels being aligned to, and compliant with internal and external risk management policies and guidelines.
- Regularly review the quality monitoring process against changes in company policies and/or external regulations

Specialized knowledge

- Insurance/Finance/Banking knowledge/experience
- Computer skill
- English is preferable
- Effective communication
- Servicing mindset and strong collaboration

Problem solving

Problem-solving abilities are connected to a number of other skills, including:

- Innovative and creative thinking
- Resilient mindset
- Adaptability and flexibility
- Level-headedness
- Initiative

Education and experience

- University graduate
- 5-year working experience, preferred Insurance industry
- Has experience in Business Quality Control
- Ability to manage and supervise a team
- Demonstrable ability to deliver work assignments/projects on time and to agreed requirements

Communication scope

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- Regular interaction with peers and senior managers to drive productivity or solve problems/ issues related to sales performance.
- Regular interaction with team members and internal stakeholders to deliver all activities effectively.
- Good interpersonal and organizational skills
- Discipline, strong follow up, attentive to detail
- Quick learner and have got an ability to multi – tasks
- Good written and verbal English communications skills
- Proactive and accountable