

## Position Description

Vacancy Title: **Manager - Used Vehicle & Agricultural Products**

Location:

### Objective

The Manager Used Vehicles & Agricultural Products is accountable for driving sales growth and profitability across used vehicles, Massey Ferguson equipment, and other assigned product lines. The role focuses on strengthening the local market, developing export opportunities to TTSPH countries, and establishing new import channels for used vehicles. It requires close collaboration with dealership teams to achieve business targets, support capability development, and uphold safety and compliance standards. Effective oversight of ex-lease returns, aged stock, and strong coordination with local and regional management teams forms a critical part of this position. The role reports to the National Sales & Marketing Manager.

### Outcomes

#### Organisational Stakeholders

##### 1. Financial Performance Delivered

- Used vehicle unit, revenue, and profit KPIs achieved, supporting overall business profitability.
- Budgeted expenses kept within approved financial limits through continuous tracking and control.
- Aging stock targets met, contributing to improved cash flow and stock efficiency.
- Quarterly market surveys on competitor models and pricing completed, enabling informed pricing decisions.
- UV import price schedule maintained to support accurate costing and margin planning.

##### 2. Sales Growth & Market Development Delivered

- Sales strategies for used vehicles and Massey Ferguson equipment implemented, maximising domestic sales.
- Business opportunities for export to TTSPH countries identified and developed, expanding regional sales reach.
- New import channels for used vehicles researched and established, ensuring alignment with policy and profitability requirements.
- Strong customer relationships developed, enhancing brand loyalty and repeat business.
- Ex-lease returns and aged stock managed, improving stock turnover and reducing holding costs.

##### 3. Operational Excellence Achieved

- SOP coverage for all operational processes ensured, with new procedures developed in collaboration with RM and NSMM where gaps existed.
- Used vehicle displays and promotional activities driven, maximising sales opportunities and profitability.
- Used vehicle appraisal efficiency strengthened through regular collaboration with RM.
- UV rundown maintained and updated, ensuring accuracy of stock status.
- Units for advertising identified with branch UV Managers to support targeted marketing.
- ANZEN compliance across used vehicle areas ensured, maintaining safety standards.
- 5S principles across offices, workstations, and display areas upheld, improving workplace organisation.
- Weekly UV advertisement planning with the marketing team completed, optimising market visibility.
- Market trends and competitor activity for all assigned products monitored, supporting strategic decisions.
- Product compliance with local safety regulations ensured, safeguarding legal and regulatory alignment.

##### 4. Dealership and Team Support Strengthened

- Collaboration with dealership teams maintained, supporting achievement of sales and profitability targets.
- Ongoing product training and dealership support provided, enhancing product knowledge and performance.
- Product and service concerns with dealerships addressed, ensuring operational alignment and customer satisfaction.
- Product knowledge training needs identified and learning initiatives delivered, building team capability.
- Best practices and market learnings shared across local and regional teams, promoting continuous improvement.

##### 5. Customer Service Excellence Ensured

- Customer service standards across operations maintained, reinforcing service quality.
- Customer concerns addressed within 24 hours, improving satisfaction and trust.
- Effective negotiation, follow-up, and communication etiquette applied, strengthening customer engagement.
- Internal and external telephone and email communication protocols upheld, ensuring professionalism.

##### 6. Learning, Growth & Industry Insights Enhanced

- Industry trends and best practices for used vehicles and Massey Ferguson equipment kept up to date, supporting informed business decisions.
- Collaboration and communication with regional and local management teams sustained, contributing to cohesive operational performance.

### Responsibilities - Key Competencies

Competence	Description
<b>Business</b>	
Business Performance	Manage the performance of the organisation.
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Documentation	Communicate using formal business writing.
<b>Customer</b>	
Customer Commitment	Demonstrate a commitment to customer service - both internal and external customers.
Promotion	Promote the value of the products/services offered by the organisation.
Commercial Focus	Optimize the commercial viability of the organisation.
Quality Focus	Deliver quality.
<b>People</b>	
Leadership	Utilise a leadership position to influence people and events and to increase performance.
Facilitation	Assist the progress of work ensuring its timely and effective completion.
<b>Professional</b>	
Financial Application	Apply financial principles and practices.
<b>Operational</b>	
Equipment Operation	Control the operation of specialised equipment, plant or vehicles to satisfy the demands of the assignment.
Maintenance	Monitor and/or maintain equipment, plant or vehicles in sound operating order.

## Qualifications

Qualification	Discipline	Notes
<b>Preferred</b>		
Degree	Finance, Management Studies, Sales/Marketing/Advertising	

## Work Knowledge and Experience

Demonstrated experience in sales and marketing, preferably within the automotive or agricultural equipment industry.

Background in sales management, with strong leadership and team management capability.

Solid understanding of financial reports and key performance indicators.

Proficiency in Microsoft Excel, Word, and PowerPoint; experience with ERA/ERANet systems is an advantage.

Strong interpersonal, people management, and motivational skills.

## Requirements

### Language Proficiency

Excellent command of English

### Regulatory Compliance Requirements

Valid full driving licence for both manual and automatic transmission vehicles.

## Other Required Requirements

No other required items found.

## Interactions

Type	Interaction	Comments
<b>Internal</b>		
	All staff	
<b>External</b>		
	Financiers	
	Other UV car dealers	
	LTA	
	External vendors who provide services to UV	

## Attributes

### Behavioural Styles

Accountable	Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
Achiever	Puts in effort to achieve a desired result or goal and is motivated by this end and the overall accomplishment.
Innovative	Devises new and creative ways to do things comes up with original ideas.
Reliable	Is able to be trusted to do what is expected or has been promised, puts in a great amount of effort believing in the value of work.
Resilient	Cope positively with stress and catastrophe. Bounces back from setbacks, mistakes or misfortunes.

### Interpersonal Styles

Consensus seeker	Works to achieve group solidarity and general agreement and harmony.
Objective	Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
Realistic	Shows concern for facts and reality, rejecting the impractical.
Team Oriented	Enjoys being with others as part of a group or team.

### Thinking Styles

Analytic	Able to separate things into their constituent elements in order to study or examine them, draw conclusions, or solve problems.
Decisive	Reaches conclusions, promptly and firmly.
Flexible/Adaptable	Readily accommodates changing circumstances, modifying own behaviour and/or views. Able to adjust easily to new conditions.
Initiative	Takes action and makes decisions without the help or advice of other people.
Numerate	Shows abilities in quantitative thought and expression.

## How To Apply

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## Contact for Enquiries

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**Closing Date:** 12 Dec 2025