

Okavango Diamond Company

Okavango Diamond Company (ODC) is a rough diamond marketing company based in Gaborone, Botswana. ODC is looking to attract progressive, innovative and talented people who are passionate about world-class delivery and joining a high calibre team.

SALES DIRECTOR

MAIN PURPOSE OF THE JOB

Reporting to the Managing Director and responsible for the development and management of ODC's Sales strategy and ensuring that optimal sales channels are utilised to ensure sustainable sales, achieve market driven prices and provide a market leading value proposition to its customer base. Determine expected revenues and sales forecast. Develop pricing strategy to positively influence the organisation's profitability and growth. The role is further responsible for growing and managing a broad and diverse customer base that fully caters for its needs. To design, value and deliver consistent market related sales assortments and provide high quality customer service.

POSITION REQUIREMENTS

Qualifications

- A Business, Finance, Economics related degree or equivalent or an Engineering degree qualification.

Experience

A minimum of 12 years work experience with at least 7 years rough diamond sorting and valuing experience, including substantive experience of at least 5 years operating at a senior level in an international sales role managing rough diamond sales and distribution of the full range of rough diamond assortments.

Required Technical Know-How

- Expertise in sorting and valuation of the full run-of-mine rough diamond ranges as well as good knowledge of the functioning of rough and polished diamond markets.
- Expertise in large stone valuation and rough to polished 'RtoP' valuation methodology.
- Proven knowledge of technical aspects of design and delivery of rough diamond selling assortments and management of sales distribution processes and channels.
- Proven knowledge and appreciation of diamond data management systems as well as information and communications technologies.

Competencies

- Leadership and team effectiveness.
- Strategic thinking and risk management.
- Analytical and critical thinking.
- Judgement and decision-making.
- Business acumen, attention to detail and results orientation.
- Negotiation and advocacy.
- Client focus and relationship management.
- Effective communications skills.
- People management and development.

Key Performance Areas

- Rough diamonds valuation.
- Pricing strategy development and management.
- Design and optimisation of sales assortments.
- Customer registration and compliance.
- Client focus and relationship management.
- Effective data management and market intelligence.
- Effective sales preparation and optimised diamond purchases.
- Effective people management.

COMMERCIAL MANAGER

MAIN PURPOSE OF THE JOB

Reporting to the Managing Director, the Commercial Manager is responsible for all commercial and business data analytics operations, transforming data into business value and driving data-related business change. The Commercial Manager fosters and embeds an analytical and commercial mindset, systems, and processes, and deploys analytical methods such as business and process modelling, forecasting and research, to ensure effective planning, optimisation, and systemisation, thus ensuring the long-term commercial success of the ODC.

POSITION REQUIREMENTS

Qualifications

- A degree in Business, Finance, Engineering, Mathematics or equivalent qualification.
- A Master's degree in a numerate subject would be an added advantage.

Experience

A minimum of 9 years' experience of which at least 4 years must be in a commercial environment in the minerals sector, including at least 4 years substantive experience operating at a senior management level with well-developed and proven analytical and commercial skills.

Required Technical Know-How

- Proven knowledge and experience working with multiple business models and financial modelling, risk analysis and strategic business planning.
- Proven knowledge of predictive modelling techniques, cloud computing strategies and cloud-based enterprise data warehousing solutions.
- Superior analytical and commercial skills.
- Expertise in utilisation of data through business and process modelling, forecasting and research.
- Sound knowledge and understanding of data management systems, models for valuation and pricing of diamonds.
- Proven advanced knowledge and application of information and communication technologies.
- Proven advanced knowledge, understanding and application of data systems, processes, and governance.

Competencies

- Strategic thinking and risk management.
- Business acumen and results orientation.
- Attention to detail, critical thinking and analytical skills.
- Judgement and decision-making.
- Negotiation, advocacy and resilience.
- Communication skills, teamwork and relationship management.
- Project Management.

Key Performance Areas

- Capacity building in data use and interpretation.
- Systemisation of processes, analysis, and reporting.
- Development of enterprise data analytics capability.
- Data generation, management, and governance.
- Effective management of data engineering activities.
- Effective management of the auction process.
- Development and maintenance of the ODC price book.
- Business and financial modelling and forecasting.
- Business and market intelligence and effective reporting.

Please send applications to recruitment@profilesforbotswana.com, indicating the position applied for in the subject line.

Deadline: 23 April 2023

