

Hargreaves Lansdown, Role Profile and Person Specification

Role Profile

Job Title: Head of Corporate Sales	Hours of Work: Mon- Fri, 37.5 hours per week
Salary: Up to £80,000	Reporting To: Head of Corporate Solutions

Summary:

Corporate Solutions are looking for an exceptional sales manager to lead our new business consultant team. You will be responsible for the training and monitoring of these individuals, as well as the recruitment and training of new members of the team.

Year on year Corporate Solutions is increasing its size and presence in the corporate pension marketplace. We currently look after more than 550 corporate clients, including over a third of the FTSE100. Assets under administration for the department have recently passed £1 billion. With the advent of the "Pension Freedom" announcements our proposition and service is best placed in the market to deliver a unique workplace pension solution for all businesses and industries.

Your success will be measured directly on the success of the team. You will be heavily involved in the new business process with the team and will be required to attend presentations and seminars. Process improvement and on-going training will be a key part of the role, as well as the monitoring and feedback to the team. You will be required to ensure that the spirit of "Treating Customers Fairly" is embedded firmly within the team.

The right individual for the role will be a natural leader with strong management skills, as well as a track record in sales so they can lead by example. You will have exceptional communication skills and ensure a strong feedback loop to the team. You will also attend presentations and pitches and genuinely add value.

This is a senior role and the right individual must be level-headed and able to handle the pressure that the role will bring with it.

Key Duties & Responsibilities

- Responsible for effectively managing the new business team to ensure they secure new corporate clients and write an agreed level of new business in the year
- To manage, develop and enhance the sales process for the team within Corporate Solutions
- To manage and allocate prospective meetings for the team in an appropriate manner
- Work with the team on new business preparation, as well as attending a number of these new business meetings with them
- Continually monitor the team to ensure they operate at all times in a highly professional and ethical manner, reflecting the ethos of HLCS, and the spirit of "Treating Clients Fairly".
- Involvement in seminars and presentations to encourage prospective clients to engage with us.
- Maintain up to date knowledge of developments within HLCS and in the Corporate Marketplace to help improve the proposition, as well as on-going professional development.

Person Specification:

	Essential	Desirable
Qualifications	<ul style="list-style-type: none">- A diploma level financial services or pensions related qualifications.- Degree (or equivalent experience)	
Knowledge	<ul style="list-style-type: none">- In depth knowledge of employee benefits to include: pension accumulation/decumulation strategies and flexible benefits with sales experience in these areas- Knowledge of working with organisations to implement complex employee benefit arrangements	
Skills / Experience	<ul style="list-style-type: none">- Excellent communication skills- Excellent problem identification skills- Excellent listening and questioning	

	<p>skills</p> <ul style="list-style-type: none"> - Outstanding spoken English and presentation skills - A high level of attention to detail - Exceptional sales skills with a track record of sales over the last 5 years - Experience of managing a sales team and a proven track record of “value add” in the role 	
Attributes	<ul style="list-style-type: none"> - A natural team leader and someone that people look up to - Ability to get the best from your team and ensure they are always delivering - Hardworking and confident - Thick-skinned - Excellent presentation and communication skills - Highly professional and a strong empathy with clients - Pro-active and self-motivated - Driven, creative and innovative 	