

Role Profile Questionnaire

IDENTIFICATION INFORMATION		
Position Title:	Manager, Specialty Business Development	
Function/Sub-function:	Sales	
POSITION PURPOSE:		
Briefly describe the major function of this position and the reason it exists. Summarize into two or three sentences.		
<ul style="list-style-type: none"> Responsible for driving profitable specialty sales through relationship with up to 3 assigned USBL OpCos Sets One Sysco strategy regarding sales approach 		
PRIMARY RESPONSIBILITIES		
In order of importance (most to least), briefly describe 4-6 primary responsibilities of the position, and approximate the percentage of time spent on each.		
	% of Time	Primary Responsibility
1	30%	Establishes strategy for driving profitable specialty sales through relationship with up to 3 assigned USBL OpCos, with guidance from Director, Business Development <ul style="list-style-type: none"> Works closely with OpCo Merchandisers, Sales Management, and SSMG leadership to set One Sysco strategy that leverages either the SSMG company or OpCo to deliver product Maintains agnostic approach to growing sales through either Specialty or USBL entity Leads quarterly "One Sysco" meetings and ensures action items are assigned and carried out
2	25%	Educates others <ul style="list-style-type: none"> Design and implement formal training programs for CoP's and MA's in assigned OpCo's in Specialty Meat and Seafood category with major focus on Portion Control Steaks and Chops. Establish ongoing training and development of CoP's and MA's through participation in General Sales Meetings, promotions, and Food Shows / customer events
3	15%	Dotted line responsibility over CoP's who work and support the OPCO <ul style="list-style-type: none"> Provide support as needed Evaluate and coach CoP's in conjunction with OpCo Director of Business Resources / Sales leadership
4	10%	<ul style="list-style-type: none"> Analyze data using systems and tools (eg, Tableau) that show category and item penetration by customer, by CoP / MA Monitor and cascade progress towards goals Develop strategy to close gaps
5	10%	Coordinate/Execute Customer visits and tours to the SSMG.
6	10%	Coordination of promotions between SSMG and OpCo to effectively balance inventory and push lbs.
QUALIFICATIONS		
List the minimum required levels of Education, Experience, and Special Skills needed to perform the responsibilities of the position.		
Education Degrees/Certificates	<i>Minimum Required:</i> Preferred: BS or BA Degree in Business, Marketing, Agriculture/Animal Science or related studies.	
Experience Years and type of experience	<i>Minimum Required:</i> 3+ years Purchasing/merchandising experience Sales experience Experience working within a retail, wholesale or distribution environment	
Skills Type and proficiency	<i>Minimum Required:</i> Deep expertise of Meat & Seafood category. Exceptional collaboration skills. Excellent verbal skills, ability to speak effectively in front of large groups. Problem resolution expertise. Ability to adapt to different OpCo markets and philosophies. Strong attention to detail and follow up. Proven track record of growing sales directly or through others.	

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DECISION-MAKING AUTHORITY

Describe the most important decisions made by this position.

Most important decisions made fully independently:

Travel schedule

Most important decisions made with review and approval of other individuals or supervisors (include the reviews/approvals required):

Approach to building relationships with stakeholders across the enterprise

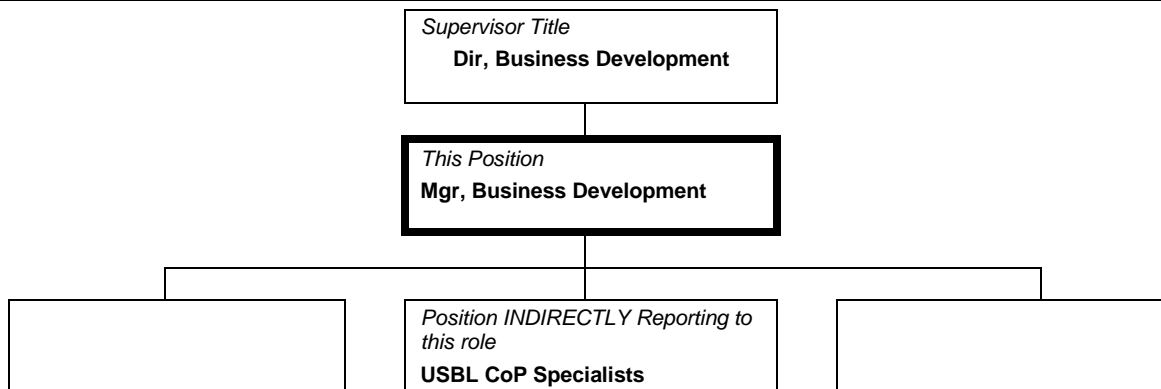
Sales strategy

Areas of training to focus on

Coordination of promotions between SSMC and OPCO to effectively balance inventory and push lbs.

ORGANIZATIONAL REPORTING

Please provide the following information regarding the organizational reporting relationships of this position.



SCOPE INFORMATION

Please provide the following information regarding the management authority of this position.

	Direct	Indirect	
Employees Managed	_____	<u>15-30</u>	<input type="checkbox"/> Not Applicable
Annual Operating Budget Managed	\$_____	\$	<input type="checkbox"/> Not Applicable
Annual Revenue Generation Responsibility	\$_____	<u>\$50M-75M</u>	<input type="checkbox"/> Not Applicable

OTHER INFORMATION

Please provide any other information that you think would help us further define the nature and scope of this position.

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