



WE ARE HIRING

Durban

SALES TRAINER AND FACILITATOR

We're on the search for a talented, energetic and experienced person to join our innovative team at Bidvest Insurance!

Bidvest Insurance is a Short Term insurer within the Financial Services division of the larger Bidvest Group and operates alongside other great companies such as Bidvest Bank, FMI, Compendium Insurance Brokers and others.

Bidvest Insurance is one of South Africa's fastest growing insurance companies and was founded in 1997. With the support of the larger Bidvest Group we have successfully expanded and evolved through our dedicated commitment to our values, customers, partners and staff. Interested individuals looking to join Bidvest Insurance can expect to join a young and energetic team that challenge convention and who are intent on building long term relationships with all stakeholders.

As one of South Africa's largest diversified industrial companies, your career aspirations with us are only limited by your own imagination.

Purpose

The purpose of the Sales Trainer and Facilitator is to create a conducive learning environment through interactive learning activities; activities which encourage knowledge transfer and the connection of theory with practical in the workplace. The Sales Trainer and Facilitator is responsible for the effective training of internal sales staff as well as external stakeholders (e.g. Motor Dealerships and Account Managers).

What You'll Need



Positive Attitude

We believe in creating a positive work environment that is enjoyable to be apart of and we look to the individuals of the company to make a **positive contribution** to our culture



Innovation

Here at Bidvest Insurance, we love to **challenge convention** and lead the way into the future! Leave that old trusty box at home and lets get creative



Think on your feet

Hand in hand with innovation, you need to be able to think on your feet. We work in a fast paced environment which often requires us to **adapt and think fast!**

Our Values

At Bidvest Insurance, we're all part of a 'BE'VOLUTION where we live our values each and every day for the benefit of our colleagues, customers, partners, stakeholders and our environment.



Our curiosity drives us to constantly improve our business



Anyone can do ordinary, we do extraordinary



Treat everyone with respect, in & outside our company



We always do the right thing, even when no one is looking



We're enthusiastic in everything we do - our energy is infectious



We're committed to understanding our customers, partners and colleagues

Qualification and Experience

- ▶ A Tertiary Qualification (NQF 5 or 6)
- ▶ Must have a facilitator assessor and moderator certificates
- ▶ A minimum of 3-5 years' experience within a corporate environment as a trainer or facilitator.
- ▶ Ideal areas of experience:
 - Experience in the Learning and Development industry.
 - Experience in the Insurance industry -short-term insurance, CPA, FAIS, FSB
 - Experience in Insurance and Motor Dealer Industry will be advantageous

Key Responsibilities

Role Accountabilities:

- ▶ Have a key understanding of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- ▶ Effectively prepare for the face to face facilitation session, to ensure clear understanding of the overall programme learning outcomes.
- ▶ Facilitate the face to face session ensuring the participants engage in all activities.
- ▶ Provide feedback based on participant's activity, ability to learn and understand the theory and ability to apply the learning in a workplace environment.
- ▶ Recognizes and identifies key impacts, methods, and measures to improve sales leadership, resulting in improved sales performance
- ▶ Develop and maintain productive working relationships with peers and seniors.
- ▶ Engaging with product specialist to understand and influence product development
- ▶ Assesses knowledge, skills, and needs of the sales leaders in the sales organization
- ▶ Effective promoting and training of Bidvest Insurance product to external stakeholders (e.g. Finance and Insurance, Dealerships)
- ▶ Identify opportunities to build good relationships with relevant internal and external stakeholders.
- ▶ Amend and revise programmes as and when required in order to adapt to the changes that occur in the working environment.
- ▶ Ability to mentor and coach
- ▶ Proven ability to work with cross-functional teams

Administrative Function:

- ▶ Develop relevant and suitable materials to address specific learning and training needs as identified
- ▶ Compile and submit reports as required -both operational and as legislated
- ▶ Ensuring Training Records are kept up-to-date
- ▶ Participate in Business unit strategic planning process to ensure the section's actions are in line with departmental goals.
- ▶ Provide input into training budget process.

Business Acumen:

- ▶ Understand the current challenges facing business as well as the key objectives and strategies that Bidvest Insurance and the specific of business unit wants to achieve.
- ▶ Source and collate relevant business-related information from multiple sources.
- ▶ Understands the key principles of business impact measurement and what influences the delivery of results.
- ▶ Understand and display behavioral attributes aligned to the core values of Bidvest Insurance.

Other Special Requirements

- ▶ Demonstrates professionalism, self-confidence and authenticity.
- ▶ Organisational, planning and prioritisation skills.
- ▶ Able to work independently as well as in a team.
- ▶ Results driven and able to manage time effectively.
- ▶ Attention to details.
- ▶ Required to travel extensively and work extended hours.

Qualification and Experience

- ▶ Customer and Client Focused Innovation
- ▶ Seeking Deeper Understanding
- ▶ Driving Delivery of Results
- ▶ Coaching and Mentoring
- ▶ Holding People Accountable
- ▶ Conceptual Thinker
- ▶ Analytical Thinker
- ▶ Impact and Influence
- ▶ Influencing Others

Submissions:

Interested candidates to please submit their CV to: jobs@bidvestinsurance.co.za

Bidvest Insurance is an authorised Financial Services Provider - FSP46395

