



WE ARE HIRING

Durban



SALES TRAINER FACILITATOR

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

Bidvest Insurance was founded in 1997 and provides niche value added products to customers through its Direct Channel which operates via call centres, as well as its Affinity Channel that partners with distribution networks. Our products are designed to protect consumers and deliver exceptional service levels when our customers need us most, so that we can deliver on our purpose 'To protect everyday South Africans, against foreseeable events and their financial losses, so that we can all contribute to a better South Africa'.

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.

Being a part of Bidvest, one of South Africa's leading services, trading and distribution groups, your career aspirations with us are only limited by your own imagination

Position Overview

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 Facilitator is responsible for the effective training internal sales staff as well as external stakeholders (Motor Dealerships and Account Managers).

What You'll Need



Attention to Detail

We like to keep our eyes on the prize at Bidvest Insurance! And that requires a strong need for attention to detail as it's the small things that can make a **BIG difference!**



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 are 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.



Key Responsibilities and Duties

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 (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

- ▶ A 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.

Qualifications

- ▶ 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

Knowledge and skills

- ▶ 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 Other

Submissions:

Preference will be given to PDI candidates in line with our EE

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

Bidvest Insurance is an authorised Financial Services Provider
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