

JOB TITLE/ Chức danh: HEAD OF AI ENGINEERING FOR SALES	Division/ Khối:
This Position Reports to <i>Báo cáo cho:</i> <ul style="list-style-type: none"> CEO / COO 	Positions Reporting to this Position <i>Nhận báo cáo từ:</i> <ul style="list-style-type: none">
Summary of Duties/ Tóm tắt nhiệm vụ <p>Build and operate the Data-AI system to serve sales management for the company. The person in this position will directly design, program, and deploy AI agents/tools to:</p> <ul style="list-style-type: none"> Optimize marketing leads and enhance the sales performance of a team of 2,000+ agents. Provide early detection of customer dispute risks and real-time sales forecasting. Automate sales operations processes using AI agents. 	
General Scope/ Phạm vi trách nhiệm <ul style="list-style-type: none"> Code and deploy AI agents/tools for sales (independent of external vendors). Build the Sales AI Dashboard system. Connect data from CRM (Bitrix), marketing platforms, and internal systems via API. Develop AI models for lead analysis, sales forecasting, and risk detection. Support leadership in making decisions based on data and AI insights. 	
Job Descriptions/ Mô tả công việc <p>Data System Construction</p> <ul style="list-style-type: none"> Design data warehouses/data lakes for sales and marketing data. Build automated data pipelines connecting CRM (Bitrix), marketing platforms, and internal systems. Write ETL/ELT pipeline code (Python, SQL) to standardize and clean data. <p>Develop Management Dashboard</p> <ul style="list-style-type: none"> Build dashboards (Power BI or custom web apps) including: <ul style="list-style-type: none"> Lead Funnel & Conversion Analytics. Sales Performance (by individual, team, and project). Project Sales Heatmaps. AI Lead Scoring realtime Conflict Detection & Alert <p>Business Data Analysis</p> <ul style="list-style-type: none"> Analyze marketing lead effectiveness (cost, conversion, ROI). Analyze sales performance by agent, team, and project. Build sales forecasting models. <p>AI Agent & Automation Development</p> <p>Design, program, and deploy the following AI tools/agents:</p> <ul style="list-style-type: none"> AI Lead Scoring Agent: Automatically score and classify potential customers based on behavior and CRM data. AI Conflict Detection: Detect customer disputes between sales agents using anomaly detection. AI Attrition Prediction: Forecast agents at risk of resigning based on data patterns. Conversational AI / RAG: Build chatbots/agents allowing sales and management to query data using natural language. Workflow Automation Agent: Automate repetitive processes (lead routing, follow-up reminders, report generation). 	

Essential Qualifications/ Trình độ chuyên môn

- Portfolio or demos of self-built and deployed AI tools/agents (CRITICAL REQUIREMENT).
- Prior experience with sales or marketing data in the real estate sector.
- Experience building chatbots, AI assistants, or RAG systems for enterprises.
- Experience with ML Ops (model monitoring, A/B testing, model versioning)

Essential Attributes (Knowledge/skills requirements)/ Những yêu cầu cơ bản (Kiến thức/kỹ năng yêu cầu)
➤ Knowledge:
Programming & AI Engineering (50%)

- Proficient in Python (pandas, scikit-learn, FastAPI/Flask) – capable of coding from scratch to deployment.
- Practical experience building and deploying AI/LLM applications (LangChain, CrewAI, AutoGen, or equivalent).
- Understanding of prompt engineering, RAG architecture, and vector databases (Pinecone, ChromaDB, Weaviate).
- Ability to build and deploy APIs (RESTful API, webhook integration).
- Proficient in AI coding tools (Cursor, Claude Code, GitHub Copilot) to accelerate development.

Data & Analytics (30%)

- Minimum 3–5 years of experience in Data / BI / Analytics.
- Proficient in SQL and database design (data warehouse, data modeling).
- Experience with Power BI or equivalent BI tools (Metabase, Superset, Looker).
- Understanding of ETL/ELT pipelines and basic data engineering.

Systems & Integration (20%)

- Experience with API integration with CRM systems (Bitrix24 is an advantage).
- Experience deploying applications on cloud (AWS/GCP/Azure) or VPS.
- Basic understanding of Docker and CI/CD.

➤ Skills:

- Builder/Maker mindset – ready to be hands-on with code 60%+ of working time.
- Rapid prototyping capability – turning ideas into MVPs quickly.
- Data analysis and problem-solving mindset.
- Understanding of sales funnels and CRM workflows.
- Communication skills with Sales, Marketing, IT, and Leadership.
- Ownership mindset – proactively finding solutions without waiting for instructions



Approval/ *Phê duyệt*

Accepted by/ *Chấp nhận*

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Date/ *Ngày*:

<p>BENEFIT/ Lương, thưởng, đãi ngộ:</p> <ul style="list-style-type: none"> • Competitive salary based on capability (directly negotiable). • Performance-based bonuses for systems and projects. • Opportunity to build a Data & AI system from zero for a large-scale enterprise. • High autonomy in technology selection and solution implementation. • Provided with cloud resources and AI tools (API credits, compute resources). 	<p>WORK PLACE/ Địa điểm làm việc:</p> <ul style="list-style-type: none"> • Ho Chi Minh City Viet Nam
<p>Level</p> <ul style="list-style-type: none"> • Level: Manager 	<p>Industry/ Ngành nghề:</p> <ul style="list-style-type: none"> • Real Estate
<p>Team size</p> <ul style="list-style-type: none"> • Serving 2,000 sales agents across multiple real estate projects. • Managing hundreds of thousands of marketing leads annually. 	<p>Language/ Ngôn ngữ:</p> <ul style="list-style-type: none"> • Fluent in English
<p>Ghi chú cho người giới thiệu</p>	