

JOB TITLE/ Chức danh: BRANCH DIRECTOR – HANOI	Division/ Khối:
This Position Reports to <i>Báo cáo cho:</i> Director / Head of Department	Positions Reporting to this Position <i>Nhận báo cáo từ:</i>
Summary of Duties/ Tóm tắt nhiệm vụ Lead and oversee the Hanoi branch's overall sales performance, team management, recruitment, operational activities, and business development. Drive revenue growth, monitor KPIs, develop sales leaders, and ensure the branch operates effectively in alignment with the company's strategy. General Scope/ Phạm vi trách nhiệm	
Job Descriptions/ Mô tả công việc Sales Team Management & Leadership - Directly manage Sales Managers and the entire Sales team in Hanoi. - Establish operational rhythms, monitor team performance, professional conduct, and discipline. - Closely track KPIs for each team, identify weaknesses, and implement timely solutions. - Ensure the sales force stays aligned with the company's product direction, business strategy, and internal systems. Team Building & People Leadership - Understand employee psychology, resolve internal issues effectively, and maintain team stability. - Foster a disciplined yet high-energy and high-spirited working environment. - Coach and develop the leadership capabilities of Managers and Team Leaders. - Proactively build a talent recruitment pipeline to support branch expansion when needed Business Performance Management - Partner with sales departments to drive revenue, team performance, and deal closing rates. - Analyze root causes when teams fall short of targets and directly execute corrective measures. - Rely on data-driven management rather than subjective intuition. - Report on and take full accountability for the overall business performance of the branch Branch Operations Management - Oversee HR and daily operations at the Hanoi office. - Build a professional, disciplined workspace aligned with the company's corporate culture. - Collaborate with the Board of Directors to formulate medium and long-term branch development strategies.	
Essential Qualifications/ Trình độ chuyên môn Bachelor's degree in Economics, Business Administration, Commerce, or related fields preferred.	Essential Attributes (Knowledge/skills requirements)/ Những yêu cầu cơ bản (Kiến thức/kỹ năng yêu cầu) ➤ Knowledge: - Minimum 5–7 years in Real Estate, Finance, Banking, or Insurance. - Minimum 3 years in senior leadership roles: Branch Manager, Business Director, Head of Sales, or equivalent. ➤ Track Record: - Proven track record in building, operating a branch, or leading large-scale sales teams.

	➤ Skills: • Leadership Skills: Strong people management capabilities; decisive and able to command trust and respect. Capable of maintaining strict discipline without dampening the sales team's drive. • Business Acumen: Highly sharp with sales figures and data. Deep understanding of sales psychology and market dynamics, with the ability to translate strategy into action. • Highly driven, energetic, and resilient under pressure. • Autonomous, decisive, and fully accountable.
--	---

Approval/ Phê duyệt

Accepted by/Chấp nhận

-

Date/Ngày:

BENEFIT/ Lương, thưởng, đãi ngộ: - Income & Bonus: Highly competitive base salary commensurate with capability. Performance bonuses tied to quarterly/annual sales revenue and branch operational efficiency. - True Empowerment: Full authority to build and expand the team in the Hanoi market, with autonomy over strategy execution and tactics. - Career Progression: Clear roadmap to advance into higher executive positions within the ecosystem upon delivering outstanding results.	WORK PLACE/ Địa điểm làm việc: Ha Noi
Level Level:	Industry/ Ngành nghề: Real estate developer
Team size	Language/ Ngôn ngữ: English
Ghi chú cho người giới thiệu (quan trọng) Kinh nghiệm: Theo yêu cầu trong JD và có kinh nghiệm làm việc tại các công ty Bất động sản là chủ đầu tư nước ngoài.	