



Since 2005 Agape International Missions (AIM) has worked in Cambodia to holistically stop the cycle of sex trafficking and exploitation of the poor and vulnerable. We do this through programs founded on our Christian faith and created to Prevent sex trafficking, and Rescue, Restore and Reintegrate survivors.

We are seeking a full time Director of Product and Sales to join the US team in Roseville, CA

JOB PURPOSE:

Under the direction of the Chief Operating Officer (COO) and working collaboratively with the Advancement Leadership Team, the Director of Product and Sales is responsible for directing the overall strategy and operations of product and sales to advance AIM's reintegration efforts and revenue streams.

ESSENTIAL DUTIES AND RESPONSIBILITIES: (i.e. those which are basic, necessary, and an integral part of the job, are indicated below.)

- Participates as a member of the Advancement Leadership Team in decision making, strategic planning and goal setting for AIM's Advancement department;
- Collaborate with the Advancement Leadership Team in the following areas:
 - Developing and executing the annual revenue strategy, regularly evaluating results and developing corrective strategies as needed;
 - Creating a special campaigns, events and donor communications/relations annual calendar;
 - Creating partner retention programs;
 - Creating fundraising events for AIM;
 - Staying current with evolving trends in fundraising;
 - Maintaining communication with AIM staff regarding all Advancement initiatives;
 - Co-Develop monthly Advancement team meetings to include reporting and discussion points;
 - Co-Develop weekly Advancement Leadership meetings to discuss revenue and campaign status, troubleshooting, and opportunities;
 - Co-Develop annual Advancement training/workshops for Annual Staff Retreat;
- Develop and implement strategic product and sales plans and forecasts, including retail in Cambodia;
- Oversee the development and management of the product and sales operating budgets;
- Oversee the management and accuracy of product inventory and movement;
- Maintain proper data and metrics to help drive AIMs strategy and reporting to leadership, staff and outside constituents. Ensuring best data capturing practices, accuracy and reporting;
- Collaborate with marketing on materials necessary for advertising and promotion strategies;
- Oversee the development and recommendation of product branding, positioning, packaging, and pricing strategy to produce the highest margin;
- Collaborate with AEC Managers regularly to ensure overall product, sales and excellent customer service goals are achieved;
- Lead and develop a team of staff dedicated to advancing the mission of AIM's reintegration program through product sales including: product development, design, marketing and sales;
- Oversee the development and management of both the Design Team and AIM Shop in Cambodia.
- Travel to Cambodia at least once per year for at least 1 to 2 weeks or as needed;
- Other duties as assigned.

ESSENTIAL BELIEFS AND VALUES: (i.e. our employees align with the faith and foundation of the organization including the items listed below)

- Maintains a personal relationship with Jesus Christ and is a consistent witness of Jesus Christ.



- Speaks of Agape International Missions, our staff, our partners, participants in our programs, and other organizations with respect and honor across all communication platforms, faithfully praying for each.
- Lead in a servant leader manner showing up for all AIM staff, donors and affiliates in love and service.
- Acts as an Advocate for AIM and each individual AIM serves, understanding the problem, raising awareness of the need and how everyone can respond.
- Adheres to AIM's Mission, Vision, Values and Statement of Faith.
- Treats all AIM's employees, volunteers, clients, Expats and those involved with our mission with proper respect and grace as aligned with biblical principles and AIM's Leadership's expectation of Culture.

POSITION QUALIFICATIONS & REQUIREMENTS:

Key Relationships

Reports to: Chief Operating Officer

Direct Reports: Sales Officers, Product and Sales Coordinator, Event Sales Administrator, Product Development and Design Task Force

Education and Experience

- Bachelor degree from four-year college or university, or equivalent experience.
- 8+ years of experience directing sales and/or product marketing; experience operating a successful small business preferred.
- Demonstrated experience in leading and developing a team of staff and/or volunteers preferably in a non-profit environment.

Skills and Abilities

Specific and General skills and abilities required to meet the expectations of the position.

- Well organized with the ability to manage multiple, simultaneous projects and deadlines, problem solve, and consistently follow through.
- Demonstrated capacity to develop and maintain effective working relationships with individuals & organizations reflecting a broad range of identities, perspectives and experiences.
- Ability to strategize, develop, and direct product and sales initiatives and coordinate with staff to implement related strategies.
- Strong leadership and mentoring skills.
- Results driven.
- Customer/Client Focus.
- Business Acumen.
- Problem solving/Analysis.
- Presentation Skills.
- Communication Proficiency.
- Flexibility to meet with staff and/or customers in different time zones.
- Self-sufficiency to maintain spiritual, physical and emotional health while consistently working toward the vision of AIM.
- Commitment to grow in abilities, knowledge that impact the organization, relationships within and outside of AIM.

Apply on our website at <https://agapewebsite.org/about/#jobs>