TALENTS PLUS CONSEILS Benin, a Consulting firm specializing in Human Resources Management, is recruiting for the Afrikan Ceramics Solutions (ACS):

ONE (01) SALES EXECUTIVE - CERAMIC TILES (M/F) (REF: TPC-1126R03SECT)

Location: Benin with regular travel across Benin and West Africa

MISSIONS AND RESPONSIBILITIES:

The Sales Executive responsibilities include the following:

1. New customers and dealers

- Find and sign new dealers, distributors and retailers for ceramic tiles across Benin and West Africa;
- Win direct customers: contractors, builders, developers, architects and interior designers;
- Build a strong pipeline through market visits, site visits, trade fairs and referrals.

2. Sales growth

- Drive sales of ceramic tiles and related products such as adhesives, grout and sanitaryware;
- Meet or beat monthly sales targets by volume and value;
- Follow up on quotes and close deals quickly.

3. Value realisation

- Sell on value, not just price, and protect agreed pricing and margins;
- Push higher-value ranges and complete solutions to raise average order value;
- Ensure payments are collected on time and keep outstanding balances within agreed limits.

4. Market share

- Grow our share of the tiles market in each assigned territory;
- Track competitor products, prices and promotions, and report insights to management;
- Spot new opportunities in upcoming construction projects and new areas.

5. Distribution in Benin

- Build and expand the dealer network so our products are available in every key town in Benin;
- Support dealers with stock planning, displays, training and promotions;
- Make sure dealers keep the right product range in stock.

6. Reporting and relationships

- Keep customer and dealer records and the sales pipeline up to date;
- Share weekly activity and monthly sales reports;
- Build long-term relationships with key customers and dealers.

Job Profile:

- Hold a degree or diploma in Business, Marketing or any other related field;
- Have 5-7 years of sales experience in the construction or tiles industry;
- Have an experience in finding and developing dealers and distributors;
- Have a proven track record of meeting or beating sales targets;
- Have a valid driving license;

- Have an existing network of tile dealers, contractors, builders or architects will be highly valued;
- Have a good knowledge of the Benin market; knowledge of other West African markets is a strong plus;
- Be willing to travel often across Benin and West Africa;
- Have a good communication, negotiation and presentation skills;
- Have self-driven and be results-focused
- Be able to build trust and long-term relationships
- Be organized, disciplined and good at follow-up
- Be fluent in French, both spoken and written. Working knowledge of English will be an advantage;
- Have working knowledge of CRM software;
- Have a good command of Excel and PowerPoint.

Is this profile yours?

Please send your application file by email, specifying the job title in the subject line: **ONE (01) SALES EXECUTIVE - CERAMIC TILES (M/F) (REF: TPC-1126R03SECT)** to the following address: recrutement@talentsplusafrique.com

An acknowledgement of receipt will be sent to you upon receipt of the application file, however if you do not receive the said acknowledgement of receipt, please resend the email.

DOCUMENTS TO PROVIDE:

- A cover letter addressed to the Managing Director of TALENTS PLUS CONSEILS specifying the position and its reference (including your availability and your salary expectations);
- A detailed Curriculum Vitae (Resume);
- Copies of diplomas and certificates justifying experience;
- A copy of the valid identity document.

(Any application that does not comply with this requirement will be rejected outright).

NOTE.:

- By submitting your application, you also give us your consent for the collection, storage, processing of your personal data.
- You can exercise your right to object at any stage of the process.

Deadline for submission: **November 22nd, 2026**

For more information: 00 229 01 95 10 91 51 / www.talentsplusafrique.com