



Job Description

Country Manager – Job50+

Freelance / Independent Contractor Position

Ideal Candidate Profile

You are an autonomous, entrepreneurial professional with strong commercial instincts. You enjoy building teams, developing partnerships, and driving revenue. You are motivated by financial performance, operational excellence, and the mission of helping experienced professionals aged 50+ find meaningful employment opportunities.

Purpose of the Role

The Country Manager Agent is responsible for developing Job50+'s turnover in the assigned country through the sales of **job ads** and **services**. The role combines **sales leadership**, **direct key account acquisition**, and **operational communication** to generate both:

- **Direct turnover** (sales performed by the CM and the sales team)
- **Organic turnover** (indirect sales generated through social media communication)

Key Responsibilities

1. Recruit, Train & Lead Sales Representatives

- Recruit and onboard salespeople across the country.
- Train them using Job50+ contractual and training materials.

- Support the team in generating **direct turnover** through active sales of job ads and services.
- Sell directly to large accounts and strategic clients.
- Monitor KPIs and ensure continuous performance improvement.

2. Manage Country-Level Communication & Organic Turnover

- Operate Job50+ communication on all relevant social networks.
- Publish content, promote job ads, and engage with the community.
- Generate **organic turnover** through indirect sales of job ads and services.
- Ensure alignment with Job50+ brand guidelines.

Required Experience & Skills

Professional Experience

- HR experience (recruitment, talent acquisition, HR consulting).
- Business Development experience.
- Sales experience (B2B preferred).
- Operational communication experience (social media, content creation).

Skills & Competencies

- Leadership and team-building.
- Strong negotiation and communication skills.
- Autonomous, entrepreneurial mindset.
- Ability to manage multiple priorities.
- Fluency in **all official languages of the country + English**.

Required Education

- **Ideally a Bachelor's degree in Business Management, Sales, Marketing, Communication**, or a related field.
- Equivalent professional experience may be considered for exceptional candidates.

What Job50+ Provides

- A fully operational website for posting job ads and services.
- Contract templates, sales documentation, and training materials.
- CRM system to follow relations with prospects and clients
- Monthly KPI reporting.
- Continuous support from the Job50+ central team.

Compensation Structure

A generous compensation plan is proposed based on Sales performance.

The Country managers will receive a fixed amount for every :

- Direct ad sales generated in the market
- Organic ad sales generated in the market
- Organic services sales generated in the market

An additional fixed bonus is provided monthly based on the % of organically generated in the market.

A minimum of EUR 1000 is guaranteed for the 3 first months.