

## POSITION DESCRIPTION

<b>Role Title</b>	Channel Manager
<b>Reports To</b>	Portfolio Manager
<b>Location</b>	TBC

### PURPOSE OF THE ROLE

The Channel Manager is responsible for the national strategy, performance and growth of the assigned portfolio across Corys.

The role carries a national budget and is accountable for delivering revenue, margin and market share growth within the portfolio. The Channel Manager acts as the subject matter expert, leads supplier engagement, supports major tenders and projects, and ensures national training and capability uplift across BDMs and branch teams.

KEY TASKS	DELIVERABLES
National Channel Strategy & Budget Management	<ul style="list-style-type: none"> <li>Develop and execute the national channel strategy aligned to business objectives for the assigned portfolio.</li> <li>Manage and deliver against the national revenue and margin budget for the assigned portfolio.</li> <li>Identify growth opportunities across contractors, utilities, industrial and infrastructure customers.</li> <li>Maintain structured forecasting and pipeline visibility.</li> <li>Monitor and report on national channel performance.</li> </ul>
Supplier & Portfolio Management	<ul style="list-style-type: none"> <li>Curate, develop and optimise a competitive portfolio including compliance solutions relevant to portfolio.</li> <li>Identify and introduce innovative products and new suppliers aligned to market demand.</li> <li>Lead national supplier negotiations and pricing frameworks.</li> <li>Conduct regular supplier performance reviews and joint business planning.</li> <li>Align supplier marketing investment with national campaigns and initiatives.</li> </ul>
Training & Capability Development	<ul style="list-style-type: none"> <li>Develop and deliver structured training programmes for BDMs and Branch Managers.</li> <li>Provide ongoing product, compliance and solution education to the sales network.</li> <li>Equip teams with tools and playbooks to win and retain contracts for assigned portfolio.</li> </ul>

	<ul style="list-style-type: none"> <li>Act as the national technical and commercial escalation point for the assigned portfolio.</li> </ul>
Tender & Project Support	<ul style="list-style-type: none"> <li>Support BDMs and branches on major tenders and site supply agreements.</li> <li>Assist in developing competitive commercial offers for large customers.</li> <li>Ensure pricing integrity and margin discipline within project submissions.</li> <li>Coordinate with other Channel Managers where cross-category opportunities exist.</li> </ul>
Digital Platform Ownership	<ul style="list-style-type: none"> <li>Act as Product Owner for any internally developed relevant to assigned portfolio.</li> <li>Lead ongoing development and enhancement of the platform.</li> <li>Translate commercial and operational needs into system improvements.</li> <li>Work closely with wider group Digital and IT teams to manage feature prioritisation and releases.</li> <li>Drive adoption and ensure measurable commercial outcomes from the platform.</li> <li>Maintain compliance accuracy and system integrity.</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>A safe and healthy working environment is maintained – “Safety Starts with Me”</li> <li>Actively participate in safety initiatives</li> <li>Ensure Health and Safety standards, policies and procedures are fully understood by self and direct reports</li> <li>Investigate all reported accidents, incidents and near misses as required.</li> </ul>

KEY RELATIONSHIPS	
<b>Internal</b> <ul style="list-style-type: none"> <li>Portfolio Manager</li> <li>Channel Managers</li> <li>Branch Managers</li> <li>Business Development Managers</li> <li>Wider Group Digital &amp; IT Teams</li> </ul>	<b>External</b> <ul style="list-style-type: none"> <li>Suppliers</li> <li>Key Account Customers</li> <li>Compliance Stakeholders</li> <li>Industry Partners</li> </ul>

## KNOWLEDGE, EXPERIENCE AND SKILLS REQUIRED

### Essential:

- Proven experience in channel and/or portfolio management.
- Experience and understanding in product categories within assigned portfolio.
- Demonstrated ability to train and influence sales teams.
- Experience working with digital systems or acting as a product owner.
- Strong stakeholder management capability.

### Desirable:

- Experience managing digital platforms or internally built systems.
- Experience in project management disciplines
- Understanding of New Zealand health and safety regulations.
- Exposure to ERP or CRM environments.

## PERSON SPECIFICATION

### BEHAVIOURAL COMPETENCIES

Strategic Thinking	<p>Demonstrates ability to see the big picture and link operational decisions to long term business goals</p> <p>Develops and communicates strategic sales and operational plans aligned with business objectives</p> <p>Anticipate upcoming trends, competitive threats and business risks</p>
Leadership and People Development	<p>Inspires, motivates, and coaches teams to high performance</p> <p>Builds a culture of accountability, collaboration, and customer focused behaviour</p> <p>Acts as a role model for values and behaviours, champion change</p> <p>Recognises and develops talent within the sales and operations teams</p>
Commercial and Financial Acumen	<p>Demonstrates strong understanding of P&amp;L, budgets, and financial performance</p>

	<p>Makes data driven decisions that balance revenue growth, profitability and operational efficiency</p> <p>Understands market drivers, pricing strategies and customer value to maximise business outcomes</p>
Communicate and influence	<p>Communicates clearly, persuasively and with impact across all levels of Corys</p> <p>Builds trust and credibility with stakeholders, peers and team members</p> <p>Influences decision making in cross functional initiatives and drives alignment across branches and department</p>
Problem Solving & Decision Making	<p>Demonstrates critical thinking and structure problem solving skills</p> <p>Makes timely, informed decisions, often in complex or ambiguous situations</p>
Resilience & Results Orientation	<p>Maintains focus and composure under pressure or challenging circumstances</p> <p>Drives accountability for results across Supply Chain</p> <p>Maintains energy and persistence in achieving business growth and operational excellence</p>
Collaboration & Stakeholder Management	<p>Works effectively and builds strong relationships across functions to achieve common goals</p> <p>Balances competing priorities and manages stakeholder expectations with diplomacy and professionalism</p>

## OCCUPATIONAL HEALTH & SAFETY

### PHYSICAL CONSIDERATION

Corys Electrical is committed to ensuring that employees' health and safety is not compromised either by the work environment or by work process and procedures. The company makes every effort to –

- Provide a safe and healthy work environment; and
- Reduce the risk to employees arising from identified hazards.

The company takes all reasonable steps to ensure that individuals are not appointed to positions which will endanger their health. It also ensures that all significant hazards associated with positions are identified.

As part of its occupational health and safety practices, the company may require a prospective employee to complete a health questionnaire prior to any offer of employment, in order to ensure that potential risks to employees are identified.

### POTENTIAL HAZARDS

ACTIVITY	HAZARD
Computing	<ul style="list-style-type: none"> <li>• Use of computer monitor</li> <li>• Occupational overuse syndrome</li> </ul>
Transport/distribution operations	<ul style="list-style-type: none"> <li>• Moving vehicles</li> <li>• Use of fork hoists</li> </ul>
Driving	<ul style="list-style-type: none"> <li>• Traffic</li> <li>• Road conditions</li> <li>• Fatigue</li> <li>• Cell phone use</li> </ul>
Warehousing	<ul style="list-style-type: none"> <li>• Stacked product/obstacles</li> <li>• Manual handling and lifting</li> <li>• Spillages and slippery surfaces</li> <li>• Chemicals</li> </ul>