

Marconix Sales Solutions Private Limited

<https://marconix.in/job/head-sales-operations-job/>

Head – Sales & Operations

Description

Role Overview

Lead a multi-city field sales and distribution team for a fast-scaling eco-friendly AdBlue (DEF) brand. Own the P&L, client relationships, and the multi-state growth roadmap.

About the Opportunity

VBlue manufactures and supplies eco-friendly Diesel Exhaust Fluid (DEF / AdBlue), built around sustainable, pre-filled packaging designed to improve vehicle SCR performance and reduce plastic waste. This is an opportunity to join a fast-growing, field-sales launch team with clear KRAs, monthly incentives, and a defined growth roadmap.

Key Responsibilities

- Own the P&L and end-to-end delivery of the GTM roadmap, team KRAs, reporting and review matrix, and growth plan for the DEF business across assigned markets.
- Act as the single point of contact for structured weekly and monthly business reporting.
- Drive hiring, onboarding, and structured product and process training for the field team, including TSMs and BDMs.
- Design and sequence territory rollout across assigned geographies.
- Own overall revenue delivery, distributor network expansion, and monthly management scorecards covering revenue, new customer acquisition, retailer onboarding, and collections.
- Lead escalation management, cross-territory strategy calls, and pricing and credit-policy alignment with leadership.
- Track and review team performance against KRAs, including territory revenue, distributor onboarding, and BDM productivity.

Who You Will Sell To / Work With

- B2B: Fleet owners, transporters, logistics operators, industrial SCR/genset users, bus operators, OEM and dealer workshops, and construction/mining equipment operators.
- B2C: Individual BS6 diesel car/SUV owners, tractor and farm equipment owners, retail walk-in customers, and genset owners.
- Channel: Regional distributors and stockists across Tier 1, Tier 2, and Tier 3 towns, petrol pump and auto-parts networks, and mechanic/service-workshop cooperatives.

Hiring organization

Marconix Sales Solution Private Limited

Employment Type

Full-time

Job Location

Bangalore City, Bengaluru, Karnataka, India

Base Salary

₹ 40,000 - ₹ 50,000

Date posted

September 21, 2026

Candidate Requirements

- 10–15+ years of experience in field sales or channel sales leadership, preferably in lubricants, chemicals, auto-ancillary, industrial B2B/B2C products, or FMCG.
- Proven experience building and leading multi-city sales teams and distributor networks.
- Strong P&L ownership, key account management, and stakeholder/client management skills.
- Data-driven with hands-on experience running KRA/KPI-based performance systems and CRM discipline.
- Willingness to travel across territories.
- Graduate or MBA preferred.
- Automotive, lubricant, or DEF/AdBlue industry exposure is a strong advantage.

Compensation & Benefits

- Fixed Monthly Salary: ₹50,000 per month.
- Performance Incentive: Industry-best incentive plan.
- Fast-track leadership opportunity in a category-defining, eco-friendly automotive product launch.
- Direct ownership of a high-visibility GTM program with a defined 6-month scorecard.
- Attractive incentive structure tied directly to revenue performance.

Pay: ₹40,000.00 – ₹50,000.00 per month

Benefits:

- Flexible schedule
- Paid sick time

Work Location: In person