

**Position:** Used Vehicle Sales Manager  
**Business Unit:** Ford  
**Location:** Pietermaritzburg  
**Reporting to:** Dealer Principal



## Overview: Job purpose and deliverables

**NMI** is looking for a dynamic Used Vehicle Sales Manager to lead the pre-owned sales team, optimise stock, and drive profitability. If you're a motivated leader with strong sales expertise and a passion for the motor industry, we want to hear from you.

**Purpose of the role:** The core purpose of this position is to lead and manage the used vehicle sales team to maximize sales, profitability, and customer satisfaction while increasing market share. To succeed in this role, you must be an inspiring, target-driven leader who excels at building strong, trust-based relationships with employees, clients, and both internal and external stakeholders. A solid understanding of customer expectations and market dynamics is essential for accurate vehicle appraisals, competitive pricing, and high-quality stock presentation. This role plays a key part in driving performance, developing a high-performing team, and supporting long-term business growth.

### Key deliverables and outputs:

- Retail both used vehicles & demonstrators via the Digital Sales Platform and dealer-owned used vehicles & demonstrators (Includes 2<sup>nd</sup> Tier vehicles).
- Maintain optimum stock levels of used vehicles to maximise gross profit and achieve targeted profits for the used vehicle department.
- Manage an efficient valuation process of potential trade-ins, buy-ins, and internal vehicles to maximize retail opportunities for both new and used vehicles.
- Analyse the SA motor market and dealer operations, identify opportunities, and build the market share within your area of responsibility.
- Have a thorough understanding of Key Financial Indicators, and manage these to ensure optimal performance of the Used Vehicle Department.
- Manage financial risk and inventory security through effective stock control processes.
- Manage the sales process to satisfy the customer's needs, ensuring Voice of the Customer (VOC) targets are met continuously.
- Efficient understanding and use of NMI & OEM sales systems and procedures, and ensure these are followed by your team as well.
- Recruit, appoint, and develop staff, continuously monitoring performance and addressing issues of concern.
- Lead the team effectively to develop and maintain positive working relationships and reach objectives.
- Understand and implement NMI-DSM-based management principles.

# Overview: Essential individual competencies to be successful in the job

## Academic qualifications

- Matric Certificate
- Unendorsed driver's license
- A marketing or finance diploma/degree will be an advantage

## Work experience

- 3-5 years' experience in the field in a management capacity
- Understanding of and proven ability to achieve financial benchmarks & targets

## Knowledge and Skills

- Sales and marketing principles
- People management
- Financial key indicators
- Computer and DMS systems
- Product knowledge
- Customer relationship skills
- Financial management
- Interpersonal skills
- Communication, presentation
- Coaching skills
- Planning and organizing
- Target Driven

## Behavioural Attributes

- Concern for customer service
- Interpersonal sensitivity
- Persuasiveness
- Development orientation
- Concern for communication
- Entrepreneurial drive
- Business acumen
- Concern for standards
- Reliability
- Self-Confidence
- People orientation
- Commitment to behaving correctly and ethically
- Enthusiasm for learning, sharing, and growing.
- Inspirational leadership



Level of Decision-Making	Level of Problem Solving
Decision making takes operational trends and business plan into account and generates multiple possibilities that involve trade-offs and juggling of multiple variables (budget, people, technology).	Problem solving requires specialist and/or highly technical ideas/concepts.

**APPLICATIONS MUST BE FORWARDED TO: ON, OR BEFORE: 10 March 2026**

Email: [Recruitment@nmi.co.za](mailto:Recruitment@nmi.co.za)

**Please Use Reference: Used Vehicle Sales Manager – Ford Pietermaritzburg**

Any internal employee who considers this opportunity must inform his/her manager prior to applying/attending an interview.

Should you not receive a response in 10 days, please consider your application as unsuccessful as Selection will be done in terms of the company's Employment Equity Policy