



### **Career Development**

**marcus evans** is a company that prides itself on its organic growth and fast career progression policy due to continued product and geographical growth. Promotion from within reflects the root of the culture. Success at sales, team spirit, attitude and aptitude all contribute to fast promotional opportunities within the company.

### **Performance Management**

For the first month the Account Executive will work according to a 30-day induction plan giving specific guidelines on daily tasks to achieve. From the end of the program onwards, the Account Executive will have a monthly review with their immediate manager at the end of each month. Every 6 months, a formal appraisal will take place with the immediate manager.

Reviews are designed to examine:

- Written and paid business performance
- Daily key performance areas (i.e. minimum 120 minutes of talk time and minimum of 2 qualified C-Level decisions per day)
- General performance areas
- Key improvement areas

From this review, Management will set specific goals and objectives for a new Account Executive to achieve Senior Account Executive, Team Leader, Assistant Manager and Sales Manager status over a 12 month period.