

Wine Sales Team Leader – Averys

Permanent Full Time

Averys Wine Merchants is a long-established, Bristol-based specialist in fine wines, with a heritage dating back to 1793. Renowned for sourcing exceptional wines from both classic and emerging regions, Averys combines deep industry expertise with a strong customer-first approach. At the heart of the business is a team of highly knowledgeable and passionate Wine Advisors, many of whom have been with Averys for over a decade, bringing a wealth of experience, trusted relationships, and genuine enthusiasm for helping customers discover and enjoy great wine

Job Purpose:

We are searching for a talented individual with a professional approach and first-rate management skills to effectively influence a sales team and gain their respect. Working with the Averys Team Manager to help achieve Sales Budgets and KPI's, profitability, maintaining costs and driving the team forward.

This is a hybrid role with at least two days working from the office in central Bristol.

Key Responsibilities:

- Support the Team Manager with the day to day running of the Averys Wine Sales Team ensuring a high level of management cover is always maintained.
- Provide front line support to your team members to help them achieve their expected sales targets and performance measures.
- Take responsibility for your team's performance and use your experience to encourage and nurture individual growth and development within the role.
- Dealing with team and customer enquiries daily, being a point of authority when required.
- Assist with ongoing coaching and feedback for your team members.
- Ad hoc listening to maintain quality of calls and sharing best practice across the team.
- Help to ensure optimum individual & team productivity by maintaining performance statistics/analysis.
- Assist in maintaining a hard-working, positive and highly professional sales environment.
- Provide support with team administration including statistical data, campaign management, daily, weekly & monthly reporting, competitions and incentives.
- Confidently liaise with other areas of the business with a positive and professional manner.

Qualifications / Experiences and Skills:

- Previous experience at a supervisory or managerial level is essential.
- Wine knowledge/wine qualifications would be an advantage.
- Previous coaching experience and working with a team.

Personal Qualities and Skills:

You must be organised, enthusiastic, motivated, personable and co-operative with a positive attitude and have the desire to progress within the company.

Driven by success, you will be determined to deliver the best and will thrive in a lively environment to always maintain the highest of standards and professionalism.

- Outstanding leadership qualities.
- Excellent communication and motivation skills – can persuasively 'get people on side'.
- You must be prepared to be flexible with your working hours, reliable and always keen to go the extra mile if necessary. The kind of person that would not hesitate to stay late to get the job done!
- Confident use of Word and Excel, accurate, numerate and literate

Please note additional days onsite will be required during training; handover and ongoing for any scheduled or ad-hoc meetings or to offer team support; providing cover for holiday & absence

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