

## Brand and Operations Manager

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Company: KLIM

Location: Bahrain

Category: other-general

KLIM was started in 2015 with a \$521 investment. We've had no outside investment and can freely decide our priorities. They go in this order: customers > employees > partners > shareholder.

Our goal is to provide high quality, durable electronics at a fair price, with exceptional customer after care.

In electronics a 0% defect rate will never be possible. But we strive for that goal. In our small circle of impact we want to ensure employees, customers and partners are treated well.

### The Role

KLIM Technologies is a company founded in 2015. It has experienced rapid growth to become one of the leading sellers on Amazon, by identifying opportunities in the market, superior operations, in-house quality improvement, and truly exceptional customer service.

KLIM Technologies is looking for a new **Remote Brand & Operations Manager**

### What are your duties and responsibilities?

New products are a key element of KLIM's strategy. Over the past 2 years, we've launched 4 new brands and over 40 new products. And it's only the beginning as we should at least double that number in 2024!

To help us manage and optimize this growth, we're looking for a Brand & Operations manager. You will report to the COO.

You will be responsible for driving the sales performance of your portfolio of new products.

## **You will be expected to have**

a deep understanding of the market

comprehensive knowledge of all processes involved and

the ability to use your skill set to develop and execute a winning strategy at a product level

At KLIM, we strongly believe that details are everything. We strongly value operational excellence. In most companies, everyone is running around extinguishing fires of their own making and applying superficial band-aids to problems, and they are often celebrated for it.

We strive to work differently, go to the root causes of issues we face, and apply long-term solutions.

## **You will be assigned a product portfolio and your responsibilities will include:**

Decide the price and marketing strategy at a product level keeping customer interests in mind.

Analyse product performance frequently and arrive at logical conclusions.

Constantly course correct in response to the market. Speed is key.

Coordinate with the production and logistics teams to ensure that sufficient inventories are available to meet sales targets.

Communicate your decisions clearly to the team.

You'll also have a view and a word on the company's new products development strategy. There is a ton of room for growth in this position. You can expect to be involved in highly strategic subjects early on (marketing & advertising strategy, new products development, etc.).

But don't worry - it will only come after proper training!

## **And about the conditions?**

## **Compensation:**

1500 USD & up based on the profile

20 days of paid holiday, and there is a paternity and maternity leave scheme in place.

Pay-rise policy: 1 every 6 months (up to 5% at each pay rise).

A yearly bonus based on the company's performance.

A discretionary yearly budget of 1500 euros to cover your IT expenses and gift your friends and family.

A set-up of KLIM products

## **Working Hours:**

You can expect a 40-hour weekly workload.

Due to time zone differences, we accept applications only from Asian and European time zones.

## **Bonus:**

Once a year there will be a company retreat, most likely on a South East Asian island or in Europe, and all expenses (accommodation, flights, activities, etc.) will be paid for.

## **Ideal Profile**

### **To fit this position**

We hire mostly for abilities, as we strongly believe that with a willingness to learn a person can quickly get up to speed, but these would give you a starting advantage:

Good with numbers.

Able to work on spreadsheets (VLOOKUP and SUMIFS are a must but honestly self-training on this is quite easy: Youtube is your friend).

Able to make sensible decisions based on various data points (revenue, profit, advertising spend, price, inventory...)

Detail-oriented: Amazon operations are complex, details are everything.

Able to come up with creative tactics to boost your product's performance (in many situations, there's no procedure to follow so you'll have to come up with your own solutions - how exciting!).

Curious & eager to learn.

Knowledge of Pay-per-Click advertising is a big plus, but not mandatory

Working understanding of basic business principles like Gross Profit, Return on Investment, and Cost of Goods Sold is a plus

Working understanding of basic operational principles like Days of Inventory is a plus

### **What's on Offer?**

Work alongside & learn from best in class talent

Flexible working options

Strong opportunities to progress your career

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