COMMERCIAL LEADERSHIP PROGRAM

CONNECTING PEOPLE & BUSINESSES WITH MEANINGFUL INNOVATION
Softcom is a place of purpose, value, creativity and inspiration and the people here are the special ingredients to the magic we create.

The essence of this organisation is best expressed in our mission. “To connect people and businesses with meaningful innovation” as technology represents truly one of the ways to bridge the wide gap in development in all areas of our lives.

At Softcom, you get to work and interact with a team of highly skilled and professional persons, just like you. We don’t just offer jobs. We are welcoming you into a company with a crucial mind-set; solving some of Africa’s biggest challenges through technology.

Real Careers for Extra Ordinary Talent.

Taking your first steps in the business world can be daunting. Softcom understands this and is prepared to support you as you fulfil your potential and build your future career.

The people at Softcom are our greatest assets as they are at the centre of excellence, innovation and greatness in the company. We heavily invest in raw & good talent because we know the importance of having the right people around.

To support this endeavour, we developed the Softcom Commercial Leadership program (CLP), carefully designed to make the most of talented junior minds from diverse disciplines, delivering top-quality training and mentoring in an exciting and challenging environment.

What we are looking for

The CLP is for the most visionary, curious, bold and driven recent NYSC graduate who is intellectually curious and hungry to learn. Those who are ready to take on tough challenges, adapt to different work situations and have a knack for solving problems. Those who have an open and global mindset and bring positive energy towards work.

Requirements

- Recent bachelors degree
- Not older than 26 years old
- 0-2 years of professional work experience after NYSC
- Excellent communication and relationship-building skills
- Problem solving skills and solution oriented
- Outstanding leadership skills
The Softcom CLP is a combination of classroom training, e-learning courses, mentorship and practical on-the-job experience. The six month (24 weeks) program gets off to a strong start with a two week long on boarding and Induction process, where all participants learn about the company’s fundamentals, products, people and culture.

CLP’s are given real jobs with real challenges and real goals. You will rotate across three major divisions of the commercial team: Pre sales & Business development, Account management and Fulfilment & Client Success.

This gives you the chance to get to know the different business areas and gives us the opportunity to see you in action in more than one area.

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**Impact Stories**

"The crux of my job is to effectively connect more and more businesses to meaningful innovation and this is why I love it.

- Anita Emuren, Account Mgr FMCG & Professional services"

"The commercial program at Softcom has helped me grow in different ways, while solving the biggest problems in Africa.

- Ejiro Igogori, Account Mgr NGO’s & Multilateral"
As a CLP trainee, you can count on receiving intensive one-to-one supervision. At the start of the program, you will draw up a personal development plan together with your line manager and the project manager.

You will receive coaching and supervision throughout the program. Feedback is a key element in the Softcom CLP, therefore, your line manager and the People team will closely monitor and evaluate your performance based on goals set at the beginning of the program to provide you with the support and guidance you need. Graduation from the program is dependent on successful completion of assignments and achievements of goals set.

Once you have graduated, you'll be well on your way toward starting a fulfilling career at Softcom.

**Recruitment Process and Timeline**

Application opens - April 8th and closes - April 15th
CV Review ends by April 22nd
In person fit interviews by May 4th
Assessment centre by May 26th
Resumption on July 1st

To learn more, visit softcom.ng/CLP
To apply, send an email containing your CV to clp@softcom.ng
...a thinking company