

# Turkey Jobs Expertini®

## Country Manager / Head of Country - Turkey

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Company: Pandora

Location: İstanbul

Category: other-general

If you have ever dreamed of being part of the world's first jewelry company, this is your chance! Pandora is a multinational reality present in more than 80 countries and continues to strengthen its leadership position thanks to an expansion plan that provides for new openings every year, involving more than 1, Pandorians in Italy and over 32, worldwide.

### **About us:**

Pandora Turkey stands out as one of the fastest-growing markets within our group.

Continuously surpassing market benchmarks, we are driven by a relentless commitment to excellence. Our aim is clear: to further consolidate our leadership position in the region.

We are currently executing an ambitious expansion plan, both in physical and online distribution, doubling our market presence.

### **Purpose of the role:**

Take the helm in steering operations and sales endeavors in the vibrant Turkish market, with full P&L ownership. Your mission? Achieve soaring sales and profit targets while crafting an unforgettable consumer journey, aligning perfectly with Pandora's grand vision of becoming the world's most cherished jewelry brand. Moreover, we will place a strong focus on marketing, both in terms of investments and structural growth, thus giving rise to a - degree challenge.

Lead the dynamic Turkey team. Join us in İstanbul, where excitement meets opportunity!

### **Key accountabilities:**

- Ensure and drive operations for Pandora Turkey, with full commercial accountability for achieving business objectives and KPI, develop new business opportunities and protect

profitability.

- Ensure the preparation of budgets, forecasts, business plan and progress reports and submit them to the Cluster as required.
- Define the local strategy in accordance with the SEMEA General Manager.
- Inspire, develop and motivate staff to maintain a high-performance culture, providing guidance and coaching to proactively build knowledge and skills that support the achievement of business objectives.
- Ensure all the activities of Pandora Turkey comply with the local legislation and ethical standards.
- Authorize funds and expenditure to implement policies, programs and business strategies.
- Negotiate real estate contracts with landlords, including specific terms of a commercial lease.
- Oversee and manage the presence and positioning of the Pandora brand in the Turkish market, leading marketing initiatives to enhance brand visibility and relevance.
- Lead and nurture a growing team, inspiring and empowering them to continuously improve their performance and skills, through strategic alignment and clear guidance.

**Professional background:**

- Master's Degree preferably in Business Management or International Business.
- Strong retail knowledge (min 8 years) and regional expertise.
- Passion for developing and leading teams combined with a solid leadership experience.
- Previous exposure to an international brand and company.

**What we offer:**

- A competitive total package tailored to the business challenge, including variable components, ensuring alignment with individual and team performance.
- Our commitment to internal growth is evident, with over 70% of our management team having grown internally. This highlights ample opportunities for advancement and career development within our organization.
- A comprehensive and cutting-edge benefits package, ensuring our employees' well-being and satisfaction.

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