



ASTON MARTIN

**External Job Advert**

## **Retail Network Development Manager**

**Reference:** UKM068  
**Department:** UK Sales and Aftersales Operations  
**Based at:** Gaydon  
**Reports to:** General Manager, Sales UK & SA

### **Job Purpose:**

The suitable candidate for this role must have a thorough understanding of the retail automotive business across many facets: financial planning, financial controls, operational process management, P&L and balance sheet understanding. A keen eye for detail is essential as is a fantastic can-do attitude. The successful candidate will deliver an improvement in dealer capability, network coverage and representation in the UK & South Africa. This candidate will manage a range of projects and facilitate the smooth running of the region and department. The ideal person will become part of a busy team managing multiple projects and deadlines.

### **Key Responsibilities & Tasks:**

- Manage UK regional network development and dealer headcount within the territory developing, terminating and where necessary recruiting dealers who in turn invest in the infrastructure in line with our Retail Design Guidelines and our Dealer Operating Standards.
- Research the current UK market representation plus current open point locations. Create reports covering market data & demographics, potential candidates, optimal dealer locations considering presence of competition, other luxury brands & location of HNW households and from the same identify commercial opportunities
- Research and prospecting of the local market to identify a shortlist of suitable candidates who meet key criteria from both an operational and liquidity viewpoint. Interview and assess suitable candidates, creating a recommendation that is supported by relevant data and reason for further consideration.
- Prepare formal recommendations to the Board of Directors for approval regarding appointment and termination of dealers in the UK & South Africa.
- Preparation of all legal documentation – Letters of Intent, Dealer Agreements, Breach Notices and Termination Notices. Ensure that the network's legal Agreements adhere to local legislation and Aston Martin guidelines
- Project management of dealer appointment process to include development of facility plan, execution of facility development, staff recruitment, training, initial stock order, pricing, homologation (where applicable), logistics, Dealer Operating Standards review, budgets, marketing plan and suitable launch activity
- Conduct monthly commercial reviews of the UK network identifying Profitability, Liquidity and Operational concerns and from the same, formulate plans and work with the regional management team to develop the network.



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- Develop AML “intensive care” program for critical cases and work one to one with business heads on location for a suitable period to bring around the necessary improvements in operational and P&L issues.
- Roll Out the Aston Martin Ignition Programme, providing training on a series of processes to assist new-to-brand dealers during the “go live” process
- Regular meetings with AML management with a view to creating a feedback mechanism across multiple identified issues in the network that will assist with training, development, AML business communication across the full spectrum of retail operations sales, service, parts, bodyshop, marketing and financial development.

### Qualifications & Experience:

The successful applicant will have a degree in Business Management or related discipline plus at least 5 years Dealer Principle experience within automotive retail sector. An interest in the high luxury sports car market is also desirable. The ability to interact and communicate from Boardroom level is essential as is the ability to communicate at all levels within a retail dealership showing high levels of operational understanding.

- High attention to detail
- Self motivated
- Excellent coaching skills
- Ability to prioritise effectively and multi-task
- Highly proficient IT skills and DMS management systems

### To apply:

Applicants should submit a CV and covering letter to [careers@astonmartin.com](mailto:careers@astonmartin.com). Please state your hourly rate and/or salary expectations.