



Job Title	Associate Sales Representative (ASR)
Start Date	July 29, 2013
Job Location Year 1	Johannesburg, South Africa
Job Location Year 2	Johannesburg, South Africa

If you are passionate about sales, driven to succeed, have strong interpersonal skills, enjoy working with leading-edge technology and want to collaborate with highly-talented people globally, apply today for an **Associate Sales Representative (ASR)** position at Cisco.

The **Cisco Sales Associates Program (CSAP)** is one of the most highly-coveted early-in-career development programs designed specifically for top university graduates from around the world who aspire to become the next generation of sales leaders at Cisco. CSAP provides world-class, hands-on educational and experiential training that will develop our **Associate Sales Representatives (ASRs)** to become successful **Account Managers** in the Cisco Sales Organization.

The **ASR** role enables you to advance your career rapidly by providing the training and resources needed to become successful in an industry-leading sales organization. During the first three months of the program, ASRs will expand their sales and business acumen, increase their technical knowledge and develop executive presentation skills, as well as learn about Cisco's architectures, solutions, products, and competitors. ASRs learn using case studies, sales simulations, and a blend of instructor-led and self-paced training delivered via Cisco TelePresence®, Cisco WebEx®, and iPad® technologies.

Throughout the next nine months of the program, in parallel with virtual learning, ASRs will move into a quota-carrying role within **Global Virtual Sales** where they will get on-the-job sales experience interacting with customers and partners and will be mentored by Cisco seasoned sales professionals.

After successfully completing the program, **ASRs** are **promoted** into a **Virtual Account Manager (VAM)** role within the Cisco sales organization where they can continue to grow in a rewarding career.

A successful ASR will become:

- Customer oriented with the ability to not only start business relationships, but to have the drive, attitude, and ability to maintain and grow them
- An effective communicator, able to assist the Engineering community in presenting technical solutions as well as listening to and interpreting customer requirements
- A leader that is able to persuade and influence opinions as well as overcome challenges confidently while recommending the best solution for the client
- An employee that can receive and manage constructive feedback, taking proactive responsibility to develop and learn from experiences
- One who is achievement orientated and motivated by challenges, able to consistently deliver, while also aiming to exceed Cisco and customer targets
- A successful team player who is able to take a lead role, drive, and motivate a team towards a goal

Eligibility Requirements:

- Undergraduate or graduate degree (minimum BS/BA)
- Business, Sales, Marketing, Communications, Information Technology, Computer Science, or Finance degree preferred
- Graduated from an accredited university prior to program start date and within 27 months of program start date
- Cumulative GPA of 3.0 or higher or equivalent in your academic program
- Fluent in English (written and verbal) as well as fluent in local language for country of application
- Sales experience required (including retail sales, corporate internships or entrepreneurial programs)
- Must be able to legally live and work in **South Africa**, without visa support or sponsorship (student visas or visas obtained on your own are not applicable for the program)

Relocation Requirements:

- **Year 1:** Associates must be willing to relocate to the CSAP training hub in **Johannesburg, South Africa** for the **12 months** of the program. Cisco will provide relocation assistance.
- **Year 2:** Associates will be promoted to a Virtual Account Manager (VAM) role in Global Virtual Sales. VAMs must be willing to stay at the CSAP hub location in **Johannesburg, South Africa** for **12 months**.
- **Year 3:** VAMs can remain in a Global Virtual Sales role or they can apply to any open Account Manager or Field position within the company.

Why join Cisco? A career with Cisco Systems can offer you:

- The opportunity to work in one of the most successful sales organizations in the world
- Highly-competitive salary, accelerated career opportunities and excellent benefits
- Virtual collaboration with classmates from around the world using TelePresence and WebEx
- Access to next-generation technologies
- Training, coaching, and mentoring by experienced Account Managers and Systems Engineers
- Ability to earn industry-leading certifications (CSE, CCDA and ARSAM)
- Opportunity to work in a uniquely-diverse and socially-responsible environment
- The chance to work in multi-million dollar territories with high earning potential
- A significant investment by Cisco to your ongoing career