

SKILLS FRAMEWORK FOR SEA TRANSPORT

SKILLS MAP - TRADE MANAGER/ ASSISTANT TRADE MANAGER

Sector	Sea Transport			
Track	Shipping			
Sub-track	Commercial Management			
Occupation	Trade Manager			
Job Role	Trade Manager/Assistant Trade Manager			
Job Role Description	<p>The Trade Manager/Assistant Trade Manager devises and implements commercial strategies to maximise revenue. He/She is accountable for overseeing capacity allocation, optimising pricing strategies and driving yield maximisation. He monitors performance against the budgets of all profit and loss items and identifies variations in financial performances of trade to initiate corrective actions as necessary. He develops strategies, trading plans and enhances relationships with existing and new trade partners.</p> <p>He has strong commercial awareness and thrives in environments of varied stakeholders, which requires the dissemination of insights to key decision makers.</p>			
Critical Work Functions and Key Tasks	Critical Work Functions		Key Tasks	
	Develop trade strategies		Review industry profiling to develop target markets, product segments, localised products and services	
			Review potential growth areas and business opportunities in shipping to extend market reach and revenue bases	
			Evaluate opportunities for market and product expansion	
			Develop strategies for operational and service delivery initiatives, given various market trends and/or economic conditions	
	Optimise trade performance		Review analyses of trends in revenue and contribution, market shares, loading performance and vessel utilisation rates to ensure that current performance is aligned with business targets	
			Oversee vessel and cargo operations within own areas of responsibility	
			Develop trading plans to address portfolio gaps	
			Lead product and/or service rotations, in collaboration with network planning teams, based on changes in supply, demand and geopolitical factors	
			Recommend optimal pricing levels, aligning trade needs with sales	
			Determine trade-offs against profit and loss items to maximise revenue	
			Provide knowledge of customers, product segments, and pricing to support the acquisition of new and existing trade routes	
Develop scope of risk management frameworks with relevant teams to assess trade risks and current risk response activities				
Manage trade relationships		Enhance trade business networks with existing agencies, partners and/or new customers		
		Ensure that trade partner service deliveries and performance levels are in line with key performance indicators		
		Provide performance feedback of trade partners to management and recommend decisions on future trade renewals, changes and/or terminations		
		Enact appropriate actions to manage trade contracts, disputes and/or performance issues of key trade partners		
Skills and Competencies	Technical Skills and Competencies		Generic Skills and Competencies (Top 5)	
	Benchmarking	Level 4	Problem Solving	Intermediate
	Budgeting	Level 4	Service Orientation	Intermediate
	Business Negotiation	Level 4	Developing People	Intermediate
	Business Performance Management	Level 4	Leadership	Intermediate
	Business Planning	Level 4	Global Mindset	Intermediate
	Change Management	Level 4		
	Continuous Improvement Management	Level 4		
	Contract and Vendor Management	Level 4		
	Customer Experience Management	Level 4		
	Cyber Security	Level 3		
	Demand Analysis	Level 4		
	Innovation	Level 4		
	Market Profiling	Level 4		
	Market Research	Level 4		
Networking	Level 4			

	Organisational Strategy and Policy Realisation	Level 5	
	Pricing Strategy	Level 4	
	Resource Management	Level 4	
	Risk Control and Response Planning	Level 5	
	Shipping Trade Management	Level 4	
	Solution Design Thinking	Level 4	
	Stakeholder Management	Level 4	
	Systems Thinking Application	Level 4	
Programme Listing	For a list of Training Programmes available for the Sea Transport sector, please visit: www.skillsfuture.sg/skills-framework/sea-transport		

The information contained in this document serves as a guide.