

E-Commerce Solutions Manager - Information Technology

Job Title	E-Commerce Solutions Manager		
Division	Information Technology Division		
Department	Information Technology Management Department		
Section	Information Technology		
Location		Direct Reports	
Reports To	MD	Version Number	1
External Relations		Guide Number	7045
Internal Relations	All departments and branches	Job Code	

Basic Function

Planning, directing, monitoring, and coordinating activities of the Information Technology Department to meet company goals and objectives; developing and implementing affiliate-wide IT program; and leading SMSA network in planning and implementing enterprise information systems. Fully understand, drive and promote SMSA vision, culture and values.

KEY Responsibilities

General

- Maintain overall responsibility for the functioning of the E-commerce Solutions Department.
- Organize implementation of the company plans and recommendations related to E-commerce Solutions Department.
- Verify effective and efficient policies, procedures, and standards are in place.
- Guide and motivate staff to manage their performance efficiently; monitor staff performance to ensure proper functioning and productivity.
- Verify commitment of all E-commerce Solutions employees to adherence of administrative regulations and procedures adopted in the company and ensure they do not misuse the authority granted to them (in the range of competence).
- Oversee administrative procedures for staff, such as attendance and leave, holidays, performance evaluation; provide report the Manager of the Department.
- Appraise performance and recommend bonus amounts and promotions for the subordinates to the company direct Managing Director.
- Submit proposals and recommendations that contribute to the development of business department.
- Research new solutions and technologies and recommend changes.
- Participate in periodic meetings with the senior management to review plans, developments and progress.
- Plan and develop norms and procedures for carrying out MIS operations.
- Review plans with the Managing Director and other senior managers; obtain approval.
- Recruit/outsource appropriate manpower for E-commerce Solutions.
- Develop budgets for technical infrastructure and obtain approval from Support Service

- Manager.
- Saudization.

Planning

- Recommend short-, medium-, and long-term strategy for the company in the E-commerce Solutions.
- Prepare and discuss annual business plan for the company E-commerce Solutions containing projections on income, operational, and capital expenditure.
- Develop process to regularly evaluate existing technology, E-commerce systems, and staffing.
- Plan E-commerce Solutions systems for the affiliate (telephones, data imaging, practice management systems, and office automation).
- Liaise with Company personnel to analyze current operational procedures and their IT requirements.
- Evaluate current state of E-commerce Solutions softwares, current and future requirements to assess adequacy of existing resources and future requirements.
- Develop standards for hardware and software necessary to provides organization wide infrastructure which will support the information system requirements.
- Prepare detailed description of user needs, hardware / software requirements and steps required to establish (or modify existing) E-commerce systems.
- Evaluate new developments in software and hardware to determine usefulness and compatibility with existing software and hardware.
- Conduct studies pertaining to development of new information systems to meet current and projected needs and compatibility with existing software and hardware

Vendors

- Consult with external software and hardware vendors to obtain product information and prices.
- Evaluate vendors on basis of technical and commercial offers in consultation with Managing Director.
- Short list and recommend appropriate vendors to Executive Manager

Staff Supervision

- Utilize People Development strategies to develop and train Developers and Analysts working E-commerce Solutions Department.
- Regularly evaluate staff performance within the IT Department to provide accurate feedback on level of performance within the division.
- Administer career development plans, and annual evaluations for staff within the E-commerce Solutions Department.
- Proactively seek assignments for staff to develop their career paths and strengthen their weak areas.

Reports

- Regularly report to the Managing Director about IT planning, development, operation, and maintenance activities.

EHS

- Ensuring that all safety related equipment and systems, particularly firefighting, alarm, emergency lights and similar equipment are identified, listed and scheduled as part of the preventive maintenance program, and that they remain in safe & good operational condition at all times
- Coordinating with maintenance staff concerning occupational health & Safety, and environmental management

- Coordinate and Participate in the departmental EHS system activities including hazard identification, safety awareness and procedures implementation, waste management, environmental aspects identification, and EHS audits
- Overseeing and monitoring all the work activities in order to make sure that work- and job-related hazards are identified and the work is being performed safely, following the OHS system / rules, and considering the environmental management principles
- Coordinating with the Maintenance Engineer / contractor regarding the execution of the preventive/corrective maintenance activities
- Actively participates in the development and implementation of EHS objectives & programs, and lead EHS audits / inspections. Take a major role in incident reporting & investigation
- Participates in the emergency response plan, development, and in conducting emergency drills
- Actively participates in the EHS audits / inspections. Take a major role in incident reporting & investigation
- Coordinate and participate in the paper and other recycling programs, communication & management
- Planning and supervising the EHS awareness and training activities and ensuring competence of all personnel
- Supervising the EHS internal audits, inspections, and corrective / preventive actions effectiveness
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Business Continuity

- Providing leadership, commitment, support, and resources to the BCMS.
- Assign responsibilities and authorities for other BCMS roles.
- Establishing and communicating the BC policy.
- Ensuring the performance of the BCMS is monitored, reviewed, and continually improved.
- Promoting and contributing to the BC culture
- Manage and oversee regular backups of critical data and systems.
- Ensure effective recovery procedures are in place for IT systems and infrastructure.
- Develop and implement continuity plans for IT services critical to SMSA operations.
- Stay updated with technology trends that can enhance the resilience of IT systems.
- Coordinate with suppliers to ensure continuity of supply in case of disruptions.
- Develop alternative supplier relationships as part of the business continuity strategy.
- Overseeing, supporting, and advising on the establishment and operation of the BCMS

Competencies - Professional and Technical	
Behavioral Competencie	
Adaptability	Level 3
Change Leadership	Level 3
Communication	Level 4
Creative Thinking	Level 4
Organizational & Environmental Awareness	Level 4
Resource Management	Level 4
Risk Management	Level 4
Team Leadership	Level 4
Visioning & strategic Direction	Level 4

Competencies – EHS
<p>Knowledge of basic environment health and safety requirements</p> <p>EHS corporate objectives awareness</p> <p>Awareness of EHS requirements in the QEHS management systems</p> <p>Have attended EHS awareness training (if applicable)</p> <p>Awareness of Environment Health Safety incident reporting</p>

Organizational Competencies
Intermediate
<i>*Refer the Organizational Competencies Dictionary in GUIDE (Doc# 6244)</i>

Decision Making

Key Performance Indicators (KPIs)
Abide by the goal setting forms (Individual KPI'S) of the current financial year

Qualification : Education and Experience
<p>Bachelor's Degree (Preferred specialization in their field of work).(Those in finance/ accounting jobs must be a CPA or equivalent.),. At least five (5) years of relevant work experience, 2 years of which should be in managerial capacity, preferably in the same industry.</p> <p style="text-align: center;">or</p> <p>Diploma, certificate courses with over 8 years industry experience of which at least 2 years has been in management position</p> <p style="text-align: center;">or</p> <p>Diploma, certificate courses with over 10 years industry experience of which at least 4 years has been in Supervisory position</p> <p>*Note: Industry Experience wherever its applicable</p>

Date Of Release

Prepared By:	Reviewed by:	Approved by:	Endorsed by:

Updated by:	Date:	Approved by:	Date:

Employee Name:

I hereby confirm my utmost commitment in fulfilling all the requirements including above and any amendment to this document.
Management reserves the right to amend the Job description at any time without prior notice.

Signature:	Date: