

Philip is the CEO of WebWare, an IT company. He needs to hire a new sales director as soon as possible.

Tasks

Do the preparation task first. Then watch the video and do the tasks. You can read the transcript at any time.

Preparation task

Match the definitions (a–h) with the vocabulary (1–8).

Vocabulary

1. a team player
2. a performance review
3. a track record
4. an ad
5. to let somebody go
6. the trade press
7. a degree
8. vision

Definitions

- a. an evaluation of an employee's work by their manager, often done yearly
- b. (informal) to fire somebody from their job
- c. a qualification students get when they finish university
- d. someone's past performance or work history
- e. someone who works well as part of a team
- f. the ability to see clearly what you or a company can achieve in the future
- g. a public notice, usually to sell something or to tell people that a company is looking for new workers; short form of 'an advertisement'
- h. magazines and newspapers specially for businesspeople working in a particular industry

Task 1

Circle the best answer.

1. Why is Philip angry with Brian?
 - a. Because Brian had some personal problems.
 - b. Because Brian is joking around.
 - c. Because Brian lost an important contract.
2. What is another reason why Philip fired Brian?
 - a. Brian wasn't honest.
 - b. Brian's last performance review was poor.
 - c. Brian wasn't qualified enough.

3. Why does Philip call Marcia?
 - a. To ask for her help in finding a replacement for Brian.
 - b. To ask her to fire Brian.
 - c. To ask her what to do about the lost contract.

4. What experience does the new sales director need to have?
 - a. at least five years' experience at managerial level
 - b. at least five years' experience in any industry
 - c. at least five years' experience in an international company

5. Which of the following are desirable but NOT essential for the new sales director?
 - a. experience with online sales
 - b. language skills
 - c. teamwork skills

6. Where is Marcia going to place the job advertisement?
 - a. in the specialist media
 - b. online
 - c. online and in specialist media

Task 2

Complete the notes about the new job.

interpersonal	team	track record	languages
international	online	vision	degree

Qualifications

- a first (1).....
- a master's degree or MBA

Experience

- at least 5 years' relevant experience in an (2)..... company
- a proven (3)..... in sales
- experience with (4)..... sales (desirable but not essential)

Skills

- a (5)..... player
- strong (6)..... skills
- (7).....
- (8)..... (English and another language, e.g. Mandarin or Spanish)

Discussion

When was the last time you applied for a job? What skills do you have?

Transcript

Philip: You what? What do you mean? You've lost the DollarMart contract? Oh, Brian, tell me you're joking! That's our biggest contract and you've lost it! OK ... OK ... yes, I know you've had some personal problems recently. Yes, sure ... yes, I know our competitors have improved their offer, but really, Brian, these are just excuses. Oh, Brian, come on – you failed to meet agreed targets for the entire last quarter. We talked about this in your last performance review and I told you then it had to improve, and to be quite honest – it hasn't. Losing the DollarMart contract is the last straw. No, I'm sorry, Brian, that's it. That's your last chance. I'm going to have to let you go. Let you go. Yes, that's what it means, Brian. You're fired.

Hi, Jess. Can you put me through to Marcia in HR, please? Thank you.

Hi, Marcia. It's Philip here. Listen, I've had to let Brian go. He lost us the DollarMart account. Yeah, but it had been going on for a while, and he just wasn't pulling his weight any more. He'd been warned. His last performance review was really bad. He knew it was coming. So, we'll be looking for someone new and we'll need to decide on who that is.

Who are we looking for? Good question. I was hoping you might be able to help me with that! Here's what I'm thinking and let me know if you agree. Well, obviously, they'll need to have a first degree. Doesn't matter what subject. And then a master's or an MBA, I'd say.

Experience? At least five years' relevant experience in an international company. I want somebody with a proven track record. Oh, they have to be a team player – Brian never was – so strong interpersonal skills. Oh, and I want someone with vision ... yes, 'vision'! Well, I know it's difficult to define. What I mean is, someone who knows we're in a rapidly changing market, and they can use it to our advantage.

Experience with online sales, perhaps but ... yes, I'd be interested in that. Oh, language skills. I can't emphasise that enough. Not necessarily a native speaker, but they must be very good at English. And another language as well – Spanish, or Mandarin is best.

Does that sound OK to you? Great. OK, can you get an ad out on the website as soon as possible? Oh, and the trade press as well. OK, great. Thanks, Marcia. I want a new sales director by the end of the month. Bye!

Answers

Preparation task

1. e
2. a
3. d
4. g
5. b
6. h
7. c
8. f

Task 1

1. c
2. b
3. a
4. c
5. a
6. c

Task 2

1. degree
2. international
3. track record
4. online
5. team
6. interpersonal
7. vision
8. languages