

Store Manager Job Description

Overview

A Store Manager is responsible for achieving all Company goals and initiatives through driving sales, developing talent, and delivering execution. The Store Manager is a brand owner, ensuring the integrity of the brand at all times and exudes the professional presence and confidence needed to command attention and influence others. Establishes excellent partnerships with all critical business partners, including but not limited to the Regional Director, District Sales Manager, Human Resources Manager and Regional Loss Prevention Manager. The Store Manager has a direct reporting relationship to the District Sales Manager and is responsible for the overall performance of all store team members.

Primary Responsibilities/Accountabilities

Drive Sales	Develop Talent	Deliver Execution
<ul style="list-style-type: none"> • Motivates and inspires the team to create a positive store environment for both internal and external customers • Drives results by developing strategies for business growth through the analysis of daily, weekly and monthly KPI and sales results • Effectively communicates goals and monitors the progress of team members against key business initiatives • Exemplifies strong interpersonal skills through internal and external customer interactions that build brand loyalty • Manages scheduling that maximizes staffing to most effectively meet the needs of the business and drive store profitability while leveraging payroll • Directs and participates in the Leader On Duty program (LOD) which provides an exceptional shopping experience to our customers and drives store sales results by influencing associate behaviors • Embraces change by making strategic business decisions daily and following Company direction • Develops talent through constant coaching of the team "in the moment" on the salesfloor 	<ul style="list-style-type: none"> • Motivates and inspires the team by creating a positive work environment • Responsible for assessing performance and providing the appropriate level of feedback daily and through the Annual Performance Review process • Drives results by recruiting and developing high performing teams using all available resources to interview, hire and retain top talent for key positions in store and district • Stimulates growth in self and others by effectively communicating and executing Company training and development initiatives • Authorized to hire and terminate team members, in partnership with the District Sales Manager and other business partners, as appropriate • Fuels the growth of the business through the successful planning of experiences needed for internal talent to reach their career goals • Provides role clarity, focus and development of all levels by effectively using divisions of responsibility to build an effective team • Understands the necessity for flexibility and embraces change by proactively sourcing candidates, maintaining a qualified talent pool and internally developing talent for next level assignment 	<ul style="list-style-type: none"> • Directs the planning and execution of floorsets in an efficient manner while following Company guidelines and making appropriate merchandising decisions • Directs, trains and supervises entire store team in effectively replenishing merchandise while ensuring all sizes and styles are represented • Ensures adherence to all Company standard operating procedures • Maintains a clean, organized and efficient stockroom adhering to CRE standards and safety requirements • Manages Company standards of merchandise presentation, signage and display • Oversee the planning and delegation of markdowns and promotions accurately and within Company guidelines • Responds to maintenance and facility needs promptly to ensure that customers and associates are provided a clean and safe environment • Guarantees protection of Company assets by adhering to all Loss Prevention procedures

Leadership Behaviors

- People**
 - Communicates Effectively
 - Fosters Collaboration
 - Manages Performance
 - Develops Talent
- Business**
 - Operates With A Strategic Mindset
 - Plans and Executes Strategies
 - Understands the Business
 - Is Fiscally Responsible
- Individual**
 - Inspires Action
 - Demonstrates Adaptability
 - Embraces Self-Development
 - Serves as A Role Model

Relevant Experience/Requirements

- Strong proficiency for business acumen
- Demonstrated ability to manage multiple business priorities
- Demonstrated conflict management and resolution skills
- Established time management, prioritization and organizational skills
- Overnight travel occasionally required between stores and outside of state, if necessary
- Minimum 3 years experience, preferably as a Store Manager in relevant traffic, volume and unit intensity
- Ability to work a flexible schedule that meets the needs of the business; could include overnight, evening and weekend shifts
- Ability to climb a ladder, lift and carry up to 50 lbs.
- Ability to maneuver around the salesfloor and stockroom