

## MANAGER IN TRAINING (MIT)

### **JOB OBJECTIVE**

Integrate into the Birkenstock brand with the intent of supporting a flagship store manager in leading all activities necessary to the efficient operation of the store and provide prompt and courteous service to customers in order to maximize sales and the overall customer experience so as to promote the company's image of quality and professionalism. The manager in training role is designed to prepare an outside hire to oversee a flagship store in the store manager's absence as well as take over the next open store in a designated market.

### **STATUS**

Reports directly to the Store Manager and works closely with the Manager of Operations. Represent an integral part of the store team and through his/her participation creates a healthy and pleasant atmosphere, in which employees are motivated to achieve company goals and surpass their personal sales goals.

### **KEY JOB FUNCTIONS**

- Support the Store Manager in the supervision of all team members essential to the efficient operation of the store.
- Maximizes store sales by providing the highest level of customer satisfaction.
- Ensure that all employees comply with company policies, practices and procedures.

### **SALARY**

\$68,000 - \$78,000 per year + quarterly bonus

### **JOB DUTIES**

- Supports Store Manager in ensuring the store operates within its predetermined budget (i.e. salary, inventory, expenses, etc.)
- Ensure that all personnel practices professional salesmanship according to company policies and procedures, in order to achieve maximum sales and provide the highest level of customer satisfaction.
- Adheres to and enforce loss prevention and security policies, credit policies and procedures i.e. credit cards, check approvals, employee purchases, deposit logs, return and exchange policies.
- Ensure that all merchandise is properly ticketed and attractively displayed.
- Upholds the highest standards of visual merchandising through storytelling, respecting color stories and making judgement calls.
- Communicates stock replenishment needs to Store Manager.
- Assists in training team members in product knowledge, visual presentation, sales techniques and administration.
- Supports the Store Manager in all essential duties necessary for the efficient operation of the store.
- Enforce and complies with all store/company policy and procedures.

### **QUALIFICATIONS (MINIMUM QUALIFICATIONS REQUIRED TO PERFORM TASKS)**

- Related work experience: one year of store manager experience in the retail or service industry.
- Physical requirements: able to bend, climb ladders, lift and move boxes up to 35 lb.
- Other qualifications :
  - Strong leadership and ability to motivate people in order to achieve sales objectives
  - Excellent verbal and written communication skills
  - Service Oriented
  - Fashion Oriented
  - Willing to work retail hours

Birkenstock reserves the right to change, alter, or amend the job duties of employees at its sole discretion with or without notice.