

HAMMER MADE

Hammer Made is a brand that believes something as simple as a shirt can turn a guy into the most confident version of himself. As we continue to grow our brand, we are looking for go getters who like to win and have a blast along the way. If you are a natural connector and have a strong personal drive to succeed, we want to meet you!

Job title	<i>Store Manager</i>
Reports to	<i>District Manager</i>

Job Purpose

The Store Manager is responsible for all aspects of the store operation including creating and implementing sales driving strategies to meet monthly sales goals. Store Managers embody the Hammer Made brand, live out the mission and values and coach and develop their team to produce results and give an exceptional sales floor experience.

Business Skills

Achieve Sales Results / Create Strategies to Drive Sales

- Demonstrates sales leadership for staff by playing an active role on the selling floor
- Evaluates Associate performance regularly with clear expectations, measurables and clear accountability systems
- Analyzes available sales reports and data with clear metrics and develop strategies and goals to evaluate team performance and measure results
- Achieves the monthly minimum personal sales goal
- Coaches and develops team to meet individual sales goals and drive business performance
- Develops events/incentives that will continue to grow customer base. Partner with strategic vendors who present win win opportunities for Hammer Made
- Assists with promotion of in-store events and promotions to increase customer base and build the Hammer Made brand.
- Manages all aspects of clientele process – creation and implementation

Achieve and maintain staffing level goals

- Actively recruits to ensure store is consistently staffed with the required number of employees
- Hire's top talent who consistently meet or exceed personal sales goals
- Schedule associates to maintain adequate floor coverage while maximizing traffic patterns and maintaining payroll budgets
- Ensures staffing levels reflect seasonal and traffic trends

Maintain Store Operations Excellence

- Govern and manage the day to day operations of the store to ensure effective, proper and efficient process execution
- Achieves all financial objectives; payroll, profitability, sales goals
- Manages transactions and cash for accuracy. Ensures deposits are processed in accordance with cash management expectations
- Delegates tasks to key employees
- Completes daily store log
- Leads new hire processes
- Upholds visual merchandising initiatives. Executes and ensures a top quality, appealing, merchandise assortment that promotes effective sales and store traffic.

- Maintain company brand standards of a neat, clean and organized sales floor, cash wrap and fitting room
- Collaborates effectively with other store locations and outside business partners
- Manages the controllable components of the P&L to achieve all store financial and expense targets regarding inventory accuracy and shrink results.
- Supports, promotes and assumes responsibility for loss prevention in all areas of risk management
- Controls store expenses and maintains budgets, continually striving to reduce costs

Leadership Skills

- Motivates and inspires the team by delivering a compelling vision and purpose that encompasses the Hammer Made core values
- Establishes and communicates clear expectations and holds the team accountable for achieving all brand, performance and behavior standards
- Consistently assesses and provides ongoing performance feedback on selling and job accountabilities
- Leads weekly leadership meetings with a clear business strategy
- Ensures image and grooming standards are professional, reflective of the brand image and adhered to at all times

Qualifications and Requirements

- Bachelor's degree or equivalent experience
- 3-5 years managing teams -specialty retail preferred.
- Proficiency in Microsoft Office
- Proven ability to motivate sales force and drive results by fostering teamwork, empowerment and collaboration
- Effective organization and demonstrated leadership skills
- Excellent selling skills
- Strong communication skills (verbal and written) including strong relationship building skills
- Ability to prioritize and delegate tasks and responsibilities
- Problem solving and analytical skills that can adapt in an ever changing retail environment
- Ability to meet minimum monthly scheduling requirements set forth by company including evenings, weekends and holidays
- Regular predictable attendance.
- Ability to be mobile on the sales floor for extended periods of time
- Physical requirements include: walking, stooping, lifting up to 50 lbs. and standing for extended periods of time.

Note: The job responsibilities and tasks describes herein may be modified and expanded over time