



## **Job Description**

**POSITION:** Merchandising Manager

**REPORTS TO:** Store Manager

**STATUS:** Full-Time/Salaried Position

### **JOB OVERVIEW:**

The Merchandising Manager is committed to achieving RONA's goals for Sales and Standards, by overseeing specific departments designated by the Store Manager as well as sharing MOD duties. The Merchandising Manager will develop a high level of customer service and sales productivity to maximize sales and gross margin through developing and maintaining effective teams to provide customers with the best shopping experience possible. The Merchandising Manager will also maintain effective utilization of space, merchandising, and inventory management.

### **QUALIFICATIONS:**

**The successful candidate will possess;**

- Positive attitude and proven ability to provide exceptional customer service
- Flexible availability based on store needs (including evenings and weekends)
- Exemplary listening, communication & interpersonal skills
- Leadership capabilities. Proven ability and commitment to managing the performance of others; able to motivate, empower, train, and coach others to a higher level of success and accountability
- Effective time management and problem solving skills; monitors progress and adjusts for concerns
- Proficient computer skills and basic math skills
- Professional sales experience; understanding of the sales cycle and has a high sense of urgency and drive; able to set priorities and deliver results within deadlines and ability to remain calm in stressful situations
- Ability to perform work duties that involve stretching, bending, lifting, and carrying medium to heavy products
- Has overall knowledge of the business' strategic position in their market. Extensive knowledge of the building construction industry; trends, products, application techniques, & projects (preferred)
- Knowledge of purchase ordering and receiving experience (preferred)
- Retail management and sales experience in the Hardware and Renovation industry (preferred)
- Knowledge of RONA Store Operation Standards (preferred)
- First-aid certification (preferred)

### **RESPONSIBILITIES:**

**The successful candidate will be able to;**

Service

- Demonstrate and encourage RONA values by considering them in every store decision made and by ensuring team members are encouraged to do the same
- Encourage team members to provide excellent customer service to all RONA customers to ensure that they have a superior shopping experience. Merchandising Manager promotes and utilize RONA's Service Initiatives by leading by example and empowering team members
- Respond to customer concerns in an appropriate manner to ensure customer satisfaction

Created: June 2010

Job Descriptions are a general list of tasks and responsibilities associated with the position and do not always represent the total duties of the role. We encourage all Managers to strive to strengthen these competencies for one's career development at RONA.

#### Training and Development – Staff Development and Coaching

- Participate in regular professional development and training – including computer assisted training
- Provide an opportunity for training. Oversee and/or set up formal/informal vendor training and follow up with Team Leaders on RONA training programs
- Develop each team member to maximize individual and team contribution. Includes training, motivating, and coaching. Sets clear expectations for performance results
- Provide regular feedback and coaching as well as corrective feedback and discipline when necessary

#### Labour Budget Control and Scheduling

- Effectively anticipate and schedule department needs within department's labour budget
- Ensure appropriate staffing within department by considering peak demands, promotional events, and wage expenses
- Work together with Management team to maximize profitability; work within budgets and control expenses through close monitoring of labour, inventory management, overhead and other store expense

#### Forecast Store's Needs and Recruitment

- Oversee and maintain RONA's Store Operation Standards and Initiatives. Communicate store needs and priorities to floor staff and plans for implementation and action; follow up as necessary
- Work together with management to determine hiring needs, recruit and hire new team members when necessary
- React to any events that may affect the department by providing solutions and corrective actions
- Attend scheduled meetings (Management and Team Leader meetings, Store meetings, Shrink, and Department Walks)
- Participate in store committees (Customer Service Committee, Joint Health and Safety Committee, Social Club)
- Conduct department walks with Team Leaders to encourage communication and discuss any issues, changes or future plans
- Perform MOD duties including directing store operations in the Store Manager's absence; opening or closing the store, closing down computer systems, locking and shutting down the building

#### Inventory Management and Merchandising

- Maintain current market trend knowledge and knowledge of competitor strategies; utilizes these to develop creative marketing approaches
- Work with Order Team to ensure product availability to control departments' inventory levels effectively. Ensures product availability for purchasing and that velocity targets are met by controlling inventory levels
- Follow up on Stock-out and inventory control for departments. Shrink conscious and works diligently to reduce loss
- Review promotional weekly flyers and coordinates the design and set up of promotion end caps and merchandising resources to ensure that departments are merchandised, well stocked, and proper signage is in place to support promotional efforts.

#### Health and Safety

- Follow all RONA policies and procedures as outlined in the Employee Handbook, National Health and Safety Guide, Code of Conduct, and any other corporate communication
- Ensure safe work practices are adhered to by all team members and that safety training and personal protective equipment are available to all team members

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## CORE COMPETENCIES:

### Rona's Values

Service  
Unity  
Respect  
Search for the Common Good  
Sense of Responsibility

### Leadership Competencies

Managing Vision and Purpose  
Emotional Intelligence  
Ethical Leadership  
Managerial Courage (Candid  
Communicator; Results Orientated)  
Inspiring and Developing Effective  
Teams  
Decision Making; Planning and  
Accountability

### Operational Competencies

Financial Acumen  
Marketing  
Merchandising  
Inventory Management  
Shrink  
Customer Service  
Business Development and  
Strategic Awareness  
Sustainability Orientated  
Health and Safety  
Planning

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