

Sherper's Assistant Store Manager (Oconomowoc Location)

About Sherper's:

Sherper's has been a staple in the Milwaukee area since 1935. Still family owned and operated four generations later, our two (soon to be three!) brick-and-mortar stores located in Southeastern Wisconsin strive to provide the best and most unique shopping experience in the area. While browsing our unique storefronts, you'll find everything from camping gear to paddle sports equipment to tactical gear - and everything in between! With roots in the Army/Navy surplus business, we have always provided a wide range of unique products at great prices. With the addition of our online store, we are also able to serve our customers through our website with the same high level of customer service you find in our stores along with fast and affordable shipping.

About the Position of Assistant Store Manager:

The Assistant Store Manager at Sherper's is responsible for working alongside the Store Manager and Vice Presidents to make sure all aspects of store operation are running smoothly. You will be responsible for helping to lead a team in making sure daily tasks such as stocking and merchandising are completed as well as making sure you are displaying and promoting a strong level of customer service. This is a full time position.

Assistant Store Manager Responsibilities and Duties:

- Responsible for greeting and assisting customers. As the face of the store your job is to make sure customers are being helped and have a great experience.
- Responsible for enforcing our employee handbook.
- Responsible for leading major daily tasks including displaying of merchandise, filling in of merchandise, organization of merchandise, etc.
- Responsible for alerting the buyer of any out of stock items and requesting fills of stock from our warehouse when necessary.
- Responsible for the training of employees to help them grow at Sherper's.
- Responsible for the cleanliness of the store and overall merchandising of the store.
- Responsible for assuming the Store Manager's responsibilities in his or her absence.
- Responsible for maintaining a strong working relationship with the Store Manager.
- Responsible for providing feedback on the staff (both positive and negative) to the Store Manager and/or VP.

- Responsible for alerting the Store Manager and/or VP of any employees who are not following company policies so that disciplinary actions may be taken.
- Responsible for store security against both internal and external theft.
- Responsible for solving customer related problems.

Assistant Store Manager Skills/Experience Requirements:

- Prior experience in a managerial role in a retail setting.
- Knowledge of/interest in outdoor sporting goods such including but not limited to paddle sports, camping, hunting, fishing, hiking, tactical, knives, outdoor footwear, and outdoor clothing.
- Strong self-initiative and ability to identify tasks that need to be completed.
- Leadership skills which allow you to motivate staff and create a high level of team spirit and morale, while still being firm to make sure daily objectives as well as long term company objectives are met.
- Ability to work nights and weekends, although a set schedule will be determined upon delivery of a job offer.
- Ability to quickly learn company procedures as well as our point of sales system and software.
- Ability to use Microsoft Office software including Word and Excel.
- Strong visual merchandising capabilities to make sure product is showcased in the best manner to optimize sales.
- Strong verbal skills and prior sales experience.
- Ability to multi-task and prioritize daily tasks for yourself as well as staff.

Assistant Store Manager Bonus Skills/Experience:

- Knowledge of specific outdoor gear specifically related to paddle sports, camping, tactical gear/ knives, waterfowl hunting, deer hunting, hiking footwear, backpacking, boy/ girl scout apparel and gear.
- Knowledge of local and national competitors' product assortments.
- Ability to help coordinate events, sales, and other company initiatives through flyers, in store signage, and social media.

What We Offer Assistant Store Managers:

- Competitive wage based on your skills and previous experience.
- Extremely competitive employee discounts on merchandise for you and your immediate family.
- Ability to earn year-end bonuses based on personal as well as company performance.
- Paid time off in the form of both vacation and personal days.
- Ability to opt into our company health insurance policy.
- Ability for growth within the company, which can result in more responsibility, promotions, and raises.
- Opportunity for growth into Store Manager and Buying roles.
- Ability to perform self-initiated tasks and freedom to use your knowledge and experience to make a large impact on the company on day one.
- Ability to work closely with our Buyers and Vice President on daily and long term company initiatives.

Job Type: Full-time