

**Posting #12-04 Store Manager, Halifax**

**Date Posted:** January 9, 2012 **Closing Date:** January 23, 2012  
**Status:** 1 FT, Permanent position  
**Location:** Halifax Store  
**Start Date:** As soon as possible

**About MEC:**

Having just celebrated its 40th anniversary in 2011, Mountain Equipment Co-op (MEC) is Canada's leading retailer of clothing, gear and services for outdoor recreational activities such as cycling, climbing, hiking and paddling. And we offer more than products; we offer passion, expertise and enthusiasm around experiencing Canada's great outdoor playground. Today MEC has more than 3.5 million members throughout Canada. It serves its members through 15 destination stores in 6 provinces as well as its website [www.mec.ca](http://www.mec.ca)

**What you'll be doing:**

- Responsible for building strong relationships between MEC, members and the local community
- Lead the development of programs, activities and business relationships that fit with the local community profile
- Provide leadership and strategic direction through the planning, implementation and management of activities that support organizational and store goals
- Ensure that MEC and "C" store objectives are achieved in a cost effective manner that is consistent with MEC's strategic directions, philosophy and values
- Create a sales development program focused on increasing store sales, local market share and membership in trading area
- Ensure members receive a high quality and standard of service
- Hire, manage, coach, mentor & review store staff
- Oversee all staff
- Oversee and monitor daily operations, operating controls, policies and procedures
- Ensure effective store layout and product & member in-store communications (e.g. signage)
- Solve store, member and staff problems on a day to day basis to facilitate the continuous smooth operation of the store
- Adhere to annual operating budget for the store
- Recommend, plan and co-ordinate special events, promotions and advertising as required, working with Head Office and public relations firms
- Oversee the retail training program
- Maintain emergency medical care, fire & safety standards and protection of MEC assets
- Leading change in a respectful manner that inspires and motivates store staff, and is clearly communicated
- Create a culture of respect, honesty, mutual trust and openness
- Build and maintain systems to protect MEC assets against theft and damage

**What you need to do it well:**

- Post Secondary education in a related discipline (e.g. MBA ), an asset
- 5 - 7 years management experience in a retail or service environment
- Demonstrated skills in employee relations, planning, project management, budgeting and process improvement in a retail setting
- Relevant experience in managing in a high volume service environment
- Experience in merchandising and retail store operations
- Strong leadership skills
- Excellent interpersonal skills and a solid work ethic
- Service oriented
- A passion for outdoor activities
- Excellent communication skills, both oral and written
- Computer literacy ( MS Office: Word, Excel and the internet )
- Proven commitment to Sustainability and Community initiatives
- Connection with the Nova Scotia outdoors community an asset
- Proven track record in stock replenishment considered an asset

Please submit resume with covering letter stating job posting 12-04 to:

**Mail/Daybag:** Human Resources  
MEC Head Office  
149 West 4<sup>th</sup> Avenue  
Vancouver, BC V5Y 4A6

**Fax:** 604-731-3826

**Email:** [jobs@mec.ca](mailto:jobs@mec.ca)