



ASSISTANT STORE MANAGER Oak Harbor, WA

The Country Store serves farmers, homeowners, businesses, families and communities in Washington State, Coeur d'Alene, ID & Stevensville, MT. The company is seeking candidates for an assistant store manager position. Candidates should be flexible and detail oriented with a great attitude while ensuring excellent customer service at all times. Ideal candidates will possess a high level of initiative, discretion and independent judgment, with a can-do attitude and the ability to multi-task. One who can see things that need to be done and figure out a way to do them effectively and efficiently.



RESPONSIBILITIES & DUTIES

This position is responsible for assisting with all store operations including (but not limited to):

- Motivating, developing and directing people
- Working with the store manager to provide training and product knowledge
- Coaching employees and providing feedback to manager regarding employee performance
- Assisting in overseeing daily operations
- Stocking and cleaning the store
- Organizing and effectively merchandising items for sale
- Greeting customers and promptly assessing their wants and needs
- Advising customers on purchase options
- Utilizing customer-focused selling skills, add-on selling, closing skills and other sales generating skills
- Accurately completing sales using POS system according to established procedures
- Exhibit an ability to get along with others
- Practice punctual and reliable attendance
- Performing other duties as assigned

JOB REQUIREMENTS

- High school diploma (or equivalent) or any combination of education, training, or experience that provides the required knowledge, skills, and abilities
- Three years' experience in retail operations
- Ability to effectively communicate both verbally and in writing in a manner with co-workers and customers
- Commitment to excellence and high standards especially in terms of providing outstanding customer service
- Strong organizational, multi-tasking, problem-solving, and analytical skills with an emphasis on calculating figures and amounts
- Ability to lift, carry and load 60 pound (minimum) weight requirements
- Demonstrate proficiency with Windows operating system and Microsoft Office
- Proven track record of being dependable and reliable
- Must pass background check and pre-employment drug screen as a condition of employment
- Possess a valid driver license and maintain a safe driving record

PREFERRED QUALIFICATIONS

- Exhibit a high level of product knowledge in one or more of the following areas: livestock or equine products, lawn and garden supplies, hardware, fencing, pet feed & supplies or any related knowledge pertaining to our product mix
- Experience with AgVantage, Epicor or similar retail POS software

HOURS / DAYS / SCHEDULE

This is a full time, 40 hours per week position (schedule will vary). Sunday through Saturday. Must be available to work evenings and/or weekends as needed.

SALARY / WAGE / BENEFITS

A wage will be discussed during the interview process. After meeting eligibility requirements, benefits include:

Medical Insurance - Dental Insurance
Life Insurance - Long-Term Disability Insurance
Vacation Pay - Sick Pay - Holiday Pay
401(k) Retirement Match - Employee Discounts
Dependent Tuition Reimbursement

TO APPLY

Submit completed Applications for Employment (required), resumes and cover letters (optional) to one of the following options:

Mail applications to:

The Country Store
31686 SR 20
Oak Harbor, WA 98277

or email completed applications to the email address on page one of the Application for Employment, located at www.countrystore.net/employment (reference "Assistant Store Manager" in subject field).

