



STORE MANAGER

Stevensville, MT



Featuring products in lawn & garden, pet, feed, hardware, livestock, seed, animal health and clothing, 13 Country Stores serve farmers, homeowners, businesses, families and communities in Washington State, Coeur d’Alene, ID & Stevensville, MT. The company is seeking candidates for a Store Manager at its Country Store in Stevensville, MT.

RESPONSIBILITIES & DUTIES

Ideal candidates will possess a high level of initiative, discretion and independent judgment, with a can-do attitude and the ability to multi-task. Candidates should be flexible and detail oriented with a great attitude while ensuring excellent customer service at all times. This position is responsible for managing all aspects of store operations, including but not limited to:

- Oversee daily procedures
- Motivate, develop and direct people
- Provide training and product knowledge
- Coach and provide feedback focused on enhancing employee performance
- Organize and effectively merchandise items for sale
- Greet customers and promptly assessing their wants and needs
- Advise customers on purchase options
- Utilize customer-focused selling skills, add-on selling, closing skills and other sales generating skills
- Accurately complete sales using POS system according to established procedures
- Hire and train personnel
- Maintain store staff results by coaching, counseling, and disciplining employees
- Ensure a safe and clean environment
- Exhibit an ability to get along with others
- Practice punctual and reliable attendance
- Perform other duties as assigned

JOB REQUIREMENTS

- Three years’ experience in retail store management
- High school diploma (or equivalent) or any combination of education, training, or experience that provides the required knowledge, skills, and abilities
- 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
- Demonstrated proficiency in supervising and motivating subordinates



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- 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
- Possess a valid driver license and maintain a safe driving record

PREFERRED QUALIFICATIONS

- College degree in business or equivalent experience preferred
- 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
- Experience with AgVantage, Epicor or similar retail POS software

HOURS / DAYS / SCHEDULE

This is a full time, salaried position (schedule may vary). Sunday through Saturday. Must be available to work evenings and/or weekends as needed.

SALARY / WAGE / BENEFITS

A salary will be discussed during the interview process. In addition to generous employee discounts, the company offers medical, dental and life & long term disability benefits to full time employees. Employees may also participate in the company's 401(k) plan after meeting eligibility requirements.

TO APPLY

Submit completed Applications for Employment or resumes and cover letters to one of the following options:

E-Mail: GeorgeA@countrystore.net (reference "Stevensville Store Manager" in subject field)

Mail applications to:

The Country Store
Attn: Human Resources
PO Box 266
Burlington, WA 98233

Applications are located at www.countrystore.net/employment