

**JOB TITLE:** Store Manager

**LOCATION:** Mississauga, Ontario

**APPLICATION SUBMISSION DEADLINE:** open until filled

BigSteelBox, Canada's leading portable storage solutions provider, is looking for a dynamic and experienced Store Manager to lead our Mississauga location. This is a full-time role with hours from Monday to Friday, 8:00 am – 5:00 pm, and we're ready for you to start as soon as possible!

We offer more than just a job – we provide a career that comes with a competitive base salary, an annual incentive scheme, a comprehensive benefits package, and a company-matching RRSP program starting after three months.

At BigSteelBox, we're transforming what moving and storage can be by taking on our customers' challenges and helping them minimize stress. With locations across Canada, we serve residential and commercial customers alike. While we might not be in the flashiest industry, we make a meaningful impact by providing solutions that matter.

If you're ready to lead a team, drive business growth, and embody our values-based culture, we'd love to hear from you. Apply today to join our award-winning workplace, certified as a Great Place to Work® in Canada!

Visit our website to learn more about our core values and what drives our BigSteelBox family. Go ahead and apply. It could be the best decision you'll make today!

#### **THE EXPERIENCE AND QUALIFICATIONS WE ARE LOOKING FOR:**

- Minimum Education: Grade 12
- Valid driver's license
- At least 3 years of sales management/operations management/human resources experience required
- Excellent Computer/Communication skills: Phone, Email, Outlook, Word, & Excel required
- Bachelor of Business Admin or Diploma preferred, but not required
- Forklift Certified an asset (or willingness to get certified)

#### **WHAT YOUR PRIMARY RESPONSIBILITIES WILL BE:**

- Recruit, oversee and mentor employees by providing support, coaching, encouragement and direction in order to accomplish organizational goals and strategies
- Coordinate office, sales, and yard staff work to ensure deadlines are met and procedures are followed.
- Ensure the business unit's culture is one of mutual respect, collaboration, excellence, and ongoing learning
- Conduct analysis and oversee operations related to budget, contracting, and management processes
- Manage container & accessory inventory
- Oversee and co-ordinate office administrative procedures
- Manage & maintain the office in an orderly & clean manner
- Manage & maintain the yard in an orderly & clean manner
- Manage daily call schedule and client network
- Provide timely follow-up of all phone calls, walk-in & online inquiries

- Review, evaluate, and implement new procedures for the company, as well as the sales process and budgeting
- Nurture & develop customer relationships
- Monitor local pricing, assemble data, prepare periodic & special reports and review monthly income statements
- Remain knowledgeable about company products & services
- Promote & market products to prospective clients
- Design cost-effective, innovative marketing tactics to promote the company
- Demonstrate a positive work ethic, attitude & professional image to all

#### **REQUIRED SKILLS/CORE COMPETENCIES:**

- Strategic Thinking - Aligns the internal environment to the overall objectives and strategies of the organization
- Networking and Relationship Building - Networks and builds working relationships to respond to current and future needs
- Adaptability & Change Management - Recognizing potential situations and responding with solutions, tactics or approaches to reduce or eliminate issues
- Business Acumen - Analyzes complex issues to develop approaches or solutions that are considered forward-thinking and best practice
- Communication - Adapts communication to respond to audience or situational requirements
- Teamwork - Encourages others to participate in team activities and ensures teams are working effectively
- Leadership - Builds on the strengths of the workplace and reduces internal weaknesses through training and development
- Learning & Innovation - Continually learning and always generating ideas for innovative approaches to solve problems and how to create a competitive advantage for the business unit
- Negotiation - Includes organizational needs and initiatives in order to develop solutions that build momentum
- Drive for Results - Demonstrates a focus on finishing all tasks assigned in a timely manner while taking complete ownership of tasks
- Sales Process – A demonstrated understanding and consistent use within your role
- Decision Making - Recognizes situations and examines facts in order to develop clear steps and solid assumptions
- Analytical Thinking - Evaluates, interprets and analyses critical, complex information
- Resource and Risk Management - Ensures that internal teams and groups are aligned with organizational resource and financial limitations
- Customer Orientation - Ensures that own and direct reports activities focus on meeting customer needs

We thank all applicants in advance. However, only those selected for an interview will be contacted.