

# ADIDAS hledá asistent store manager

## PURPOSE & IMPACT ON ORGANIZATION

You contribute to the store profitability by:

- Meeting or exceeding store sales and profit targets
- Managing all resources within the store to provide a leading consumer experience
- Driving the proper execution of established policies, procedures, initiatives, and directives

## KEY RESPONSIBILITIES

Support the Store Manager with the commercial success of the Store in the by:

- Analyzing relevant sales data and make commercial decisions to increase net sales and KPIs (key performance indicators)
- Addressing identified improvement areas in the store, involving the District Manager or other Retail Back Office partners as needed
- Leading the service standards CONNECT-ENGAGE-INSPIRE by example, maximizing the amount of time spent selling and leading team members on the sales floor
- Scheduling team to properly serve consumers, drive sales and execute tasks
- Ensuring the legal and financial integrity of the store
- Be a Brand advocate, consistently exhibiting the 3 Cs (Confidence, Collaboration and Creativity)
- Ensure in-store Brand execution according to established standards and directives
- Ensure all team members are trained on Foundational and Seasonal Brand and product knowledge
- Lead the team and improve how to connect consumers to relevant digital and omnichannel tools to provide a seamless shopping experience
- Lead and coach the store team on all omnichannel related sales tools
- Lead and coach our store team on the digital consumer journey in the store
- Manage all store operations in a systematic and efficient manner, as per established policies and procedures
- Ensure all established Visual Merchandising and In-Store Communication standards are consistently executed and maintained in the store
- Ensure merchandise deliveries are processed on the same day they arrive, and the store's entire product offer is made immediately available and easily accessible to customers on a consistent basis
- Ensure cash register transactions are processed quickly and accurately
- Lead and implement all applicable loss prevention policies and procedures
- Maintain a safe and productive shopping and working environment
- Comply with all operational policies and procedures and ensure the store team members also comply
- Coordinate team members to execute and maintain an appealing, easy to shop environment for customers by executing visual merchandising and housekeeping standards.
- Takes ownership of Store KPIs and ensures team are aware of KPIs and how they contribute
- Actively maximizing sales and minimizing loss
- Keeps an up-to-date awareness of our competitors
- Implements improvements to operations and processes contributing to the performance of the store
- Ensure all Omni channel services are managed with operational excellence

- Collaborate productively and respectfully with team members
- Communicates a desire for ongoing learning and welcomes all available opportunities to increase own and store performance
- Seek coaching and learning opportunities to continually improve your performance
- Complete all applicable training programs and effectively apply the learning on the job
- Always work with a team-first mindset, fully respecting all colleagues and actively contribute to making your workplace an inclusive and welcoming environment for all
- Manage the recruitment and training of store team members
- Ensure all HR policies and procedures are adhered to
- Create a high-performance culture by setting clear expectations, analyzing performance, and giving appropriate and prompt feedback, including actively managing poor performance
- Work with the Store Manager to identify and develop select strong performers with potential for growth along the Retail Field Career Ladder
- Complete all applicable training programs and effectively apply the learning on the job
- Seek coaching and learning opportunities to continually improve own performance

#### MINIMUM QUALIFICATIONS

- Minimum 18 month's work experience in a sports and/or fashion customer- and commercial-focused retail environment
- A minimum of 12 months of Supervisory/Team Leader experience
- Intermediate numeracy and literacy and advanced verbal communication skills
- fluent in English language and Czech

AT ADIDAS WE HAVE A WINNING CULTURE. BUT TO WIN, PHYSICAL POWER IS NOT ENOUGH. JUST LIKE ATHLETES OUR EMPLOYEES NEED MENTAL STRENGTH IN THEIR GAME. WE FOSTER THE ATHLETE'S MINDSET THROUGH A SET OF BEHAVIORS THAT WE WANT TO ENABLE AND DEVELOP IN OUR PEOPLE AND THAT ARE AT THE CORE OF OUR UNIQUE COMPANY CULTURE: THIS IS HOW WE WIN WHILE PLAYING FAIR.

- **COURAGE:** Speak up when you see an opportunity; step up when you see a need..
- **OWNERSHIP:** Pick up the ball. Be proactive, take responsibility and follow-through.
- **INNOVATION:** Elevate to win. Be curious, test and learn new and better ways of doing things.
- **TEAMPLAY:** Win together. Work collaboratively and cultivate a shared mindset.
- **INTEGRITY:** Play by the rules. Hold yourself and others accountable to our company's standards.
- **RESPECT:** Value all players. Display empathy, be inclusive and show dignity to all. At adidas, we strongly believe that embedding diversity, equity, and inclusion (DEI) into our culture and talent processes gives our employees a sense of belonging and our brand a real competitive advantage.

- Culture Starts With People, It Starts With You -

By recruiting talent and developing our people to reflect the rich diversity of our consumers and communities, we foster a culture of inclusion that engages our employees and authentically connects our brand with our consumers.

EMAIL:

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