Re-use Hawaii

Job Title: Store Manager

Employment Type: Full-Time
FLSA Status: Exempt
Department: Redistribution

Job Summary

Oversee the departments at the Oahu Redistribution Center, which includes sales, receiving, and material processing. This is a phenomenal opportunity to drive the Redistribution goals of the organization and serve the community by providing a learning space and affordable resources.

- Manage all operational activities of the Redistribution Center according to standard operating procedures and perform Redistribution duties when needed.
- Supervise a team of 10-15 individuals and provide training and coaching on an ongoing basis and discipline when vital.
- Ensure outstanding customer service is practiced by all team members and resolve any customer complaints or questions.
- Promote positive communication and teamwork amongst departments and staff.
- Drive a strong safety culture.

You will also analyze program revenues and expenses in order to make sound decisions that align with the organization‘s goals and budgets.

Benefits/Requirements:

- Location requirements: in-person
- Compensation: $48,000 annual salary (salary, exempt)
- Other Benefits: performance bonus (10% of monthly salary if revenue goals are met), medical/prescription drug insurance (HMAA), elective dental and vision insurance available (HDS/HMAA), paid vacation and sick time (accrued), store credit and 20% employee discount
- Hours per week: ~40 hours per week

Supervisory Responsibilities

Manages 3 subordinate supervisors who supervise a total of 9 employees in the following departments: Inventory/Receiving, Sales, Lumber Yard. Is responsible for the overall direction, coordination, and evaluation of these units.

Supports subordinate supervisors in overseeing the 9 non-supervisory employees mentioned above. Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws. Responsibilities include interviewing, hiring, and training employees planning, assigning, and directing work; appraising performance; rewarding and disciplining employees; addressing complaints and resolving problems.

Behavioral Characteristics

- Organized with work and time and skilled in good recordkeeping.
- Relentlessly lead your own priorities and task management
- Well-mannered, clear, and timely in written and oral communications.
- Experience managing people and task delegation.
- Ability to direct small teams from a wide range of backgrounds.
- Take initiative and thrive in the autonomy to work independently but know when to seek guidance and support.
- Experience with or worked in a retail environment.
- Passion and understanding in our mission.

Language Skills

- Proficient in English.

Computer Skills

- Proficiency with computers and Google Workspace applications.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
While performing the duties of this job, the employee is:
- regularly required to stand; walk; sit.
The employee must:
- occasionally lift and/or move up to 50 pounds.