

## Careers

**Position:** Retail Specialist

**Compensation:** Non-Exempt

**Location:**

**Benefits:** Health, Dental & Disability Insurance, 401(k) w/company match, generous paid time off (PTO)

**Department:** Retail

### Company Overview

Goodwill Industries of the Southern Rivers' (GWISR) mission is: "Developing People, Changing Lives, Building Communities." Our Career Centers and other job training, placement and advancement programs make this possible by giving people the support and resources they need to find and maintain employment. It is our organization's vision for people to be empowered with skills and opportunities, living fulfilled lives. In 2009, GWISR served and trained 12,295 people and placed 2,006 into employment, generating an economic impact of \$35.1 million. Additionally, through the end of September 2010, GWISR has served 16,082 and placed 2,441 people into employment this year.

Our organization operates as a social enterprise, which means the majority of our programs are funded by the revenue generated from GWISR's 9 retail stores and affiliate – PowerWorks Industries. These operations, which span 50 counties in West Georgia and East Alabama, generate annual revenues in excess of \$18 million. GWISR's successful, self-funded business model is the result of long-term strategic planning and consciously executed business decisions. As our organization begins a new strategic plan in 2012, we eagerly anticipate moving towards a \$38 million organization and tripling GWISR's annual reinvestment to the communities we serve.

### Responsibilities

As Retail Specialist you will assist the Store Manager in assuring that all budget and strategic objectives are met or exceeded on an annual basis. The Retail Specialist will assist the Store Manager in training employees to ensure that all employees are trained and capable of performing the required tasks to support or surpass business objectives. This position will ensure that all assets are maintained in the expected manner, and the donors' and customers' expectations are exceeded on a continuous basis. This position is expected to deliver ever-changing results in a manner that is consistent with Goodwill Industries performance and cultural expectations.

### Qualifications

- Two years of college in retail, business, marketing or related field and two year supervisory experience or
- Equivalent experience in retail environment including two years supervisory
- Excellent organizational, leadership, interpersonal communication and computer skills
- Ability to affectively resolve customer and employee issues
- Ability to perform all job functions including lifting a minimum of 25 lbs., see, hear, reach, walk, bend and carry
- Ability to establish and maintain professional atmosphere for employees, clients and customers
- Business retail acumen with ability to apply company mission to daily operations
- Proven ability to affectively train and coach retail associate level
- Project professional image within the community as company liaison

### Application Process

Please visit [www.gwizr.org](http://www.gwizr.org); click on employment and then find the position you are interested in. Download the employment application and follow the remaining instructions.

