SELECTION CRITERIA

**POST: Charity Deputy Stock Replenishment Shop Manager**

**DEPARTMENT: LOROS Enterprises**

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|  | **Essential Criteria** | **Desirable Criteria** | **How & When** |
| **Education / Qualification** | * Good standard of education which should include GCSE grades A to C, (Grades 4 to 9) in English and Maths or equivalent.
 | * City and Guilds Award Certificate/Diploma in Retail Skills
* BTEC Level 3 in Retail Management
* Visual Merchandising
 | ApplicationCertificatesCourses Attended |
| **Skills / Abilities** | * Excellent communication and interpersonal skills
* Ability to work to shop budgets
* Commercial decision making through analysis of EPOS reports
* Infliuence commercial floor layout’s and pricing
* Visual Merchandising to current trends and market profile
* Stock management through pricing, ordering and maximising donations value.
* Able to prioritise work and meet deadlines
* Support with Recruitment, training and coaching
* Managing teams through capability
* Rostering and staff planning
* 2 way communicator to peers
 | * Manual Handling training
* Recruitment and delegation of Volunteer team
* Social Media account management
* Marketing Calendar planning
 | ApplicationInterviewReferences |
| **Experience** | * Experience of cash handling/balancing.
* Proven experience of working as Supervisor, Deputy or Manager for within a fast paced site in a customer facing role.
* Proven experience of supervising / leading a team of 5 or more.
 | * Management team player within large retailer or charity retail sector.
* Worked as management team within store 4000 sq ft or more.
* Visual merchandise through CAD drawings.
* Space management to make commercial decisions.
* Collaborative working with other department such as Fundraising, Marketing or external opportunities.
 | ApplicationInterviewReferences |
| **Knowledge** | * Knowledge of Health and Safety Regulations relevant to this position
* Charity trends and market profiling
* External Marketing opportunities
* Security Management
* Stock rotation

  | * Knowledge of LOROS
* Sustainability Reporting
* Influencing directors through regular reporting.
* New Shop Launch critical planning
* EPOS report analysis
* Space Management
* RGA
 | ApplicationInterviewReferences |
| **Motivation and personal attributes** | * Able to contribute towards LOROS’ values and behaviours
* Flexible approach to working hours (will include Saturday working)
* Target driven
* Able to work on own initiative as well as part of a team
* Self motivated
* Passion for fast paced sustainable retail
* Forward thinker
* Leads by example
 | * Charity shopper
* Fundraises for charities
 | ApplicationInterviewReferences |