

District Manager Retail, Central

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Company: Adidas

Location: Taichung

Category: other-general

PURPOSE & OVERALL RELEVANCE FOR THE ORGANISATION:

Assist the Retail Operations Manager by supervising all store managers within the district, leading them to achieve the delivery of retail and financial KPIs of the district.

KEY RESPONSIBILITIES:

Objective & Target:

- Supervise the delivery of own retail and financial KPI in his/her own retail district.
- Work with the Retail Operations Manager to plan Stores' objectives with Head of Retail.

Operation:

- Monitors performance of own retail stores in terms of sales and operations through targets and key performance indicators.
- Supervise the stores managers and lead them in making their development plans.
- Supervise the KPIs tracking and reporting systems
- Provide programs and promos for the company-owned shops, as well as oversee the implementation of said projects.
- Visit all stores in your area frequently. Weekend or annual festival attendance arrangements will depend on the situation. Also, checking shoe line per category types. If necessary, increase/decrease the type according to the immediate needs.
- Arrange monthly meeting with all the Shop Managers in your area to review the current shoe line and make recommendations as to which improvements are required
- Co-ordinate and supervise the activities of all under you and ensure that all procedures are done in accordance with Company policy and standard and maintained.

Data Analysis:

- Work with the Retail Operations Manager in analyzing the sell-through figures and develop action plans with stores managers to achieve targets.

Budget and Expenses:

- Ensure control of expenses as per budget
- Check monthly sales budgeted per shop per week

Personnel Management:

- Lead Cluster Manager/Store manager to achieve KPI of their respective area, including Sales, store personnel management and department store contacts
- Plan training and management plan of store retail teams
- Recommend structural or human changes in store in order to achieve sales and image targets
- Coordinate with store managers staff recruitment and development plan.
- Identify talents to be recruited for other company functions.
- Recommends to training department training and development needs for own retail
- Ensure quality of efficiency of training within own retail

KEY RELATIONSHIPS:

Internal: Retail Store Teams, Human Resources, Retail Biz Planning, Retail Merchandising, Brand, Sales, Finance, Global Sales Strategy & Excellence

External: Department Stores, Landlords, Suppliers, Vendors

KNOWLEDGE, SKILLS AND ABILITIES :

- Communicating with others
- Manage relationships and diversity
- Planning and Organizing
- Analysis and problem solving
- Learning and self-development

REQUISITE EDUCATION AND EXPERIENCE / MINIMUM QUALIFICATIONS:

- Minimum 7-8 years of experience in store management, or store network (district) management.
- Minimum 3 to 5 years of experience in a retail multinational company
- College or University Degree
- Good spoken and written English

Cross References and Citations:

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