

<b>Job:</b>	<b>Shop Manager</b>
<b>Salary</b>	<b>£16,633.50 - £17,633.50 (All other areas)</b> <b>£22,000.00 - £23,000.00 (London)</b>
<b>Job Level:</b>	<b>Experienced Professionals / Technical Specialists</b>
<b>Reports to;</b>	<b>Regional Operations Manager</b>

### **Who are we?**

Shaw Trust is a progressive charity on an exciting journey to help five times more people over the next five years. For over 30 years we have supported disabled and disadvantaged people to make positive changes to their lives through training and employment, and our ambitious plans need the right people to help us transform many more lives, in many more ways.

What we do is exciting, fulfilling and diverse and it's about to get even better. As well as employment services, we work with kids in schools, help offenders in prisons, and empower people to take part in activities that many of us would take for granted.

Working with us gives you far more benefits than a standard package; it gives you the chance to help turn someone's life around.

### **What we need?**

Shop managers have the opportunity to make a real difference and are accountable for the success of our retail business by maximising and analysing sales figures to make profit in line with company policy.

To drive the business forward through planning, creative thinking and developing relationships with customers and other community contacts; always looking for opportunities to attract new supporters every day and to increase the profile of Shaw Trust.

Shop managers can motivate their teams to create a safe and energised work environment to create brighter futures for the people and communities we serve.

### **Are you right for the job?**

- Do you have experience of working in Retail?
- Do you have a strong track record of achieving sales targets?
- Do you have excellent customer service skills and enjoy working in your local community?
- Do you motivate people, work well in a team and stay focused under pressure?

## Person Specification

### Job Title: Shop Manager

(E = Essential D = Desirable)

#### SKILLS AND CORE COMPETENCIES

##### Competencies

- Embraces change and drives continuous improvement **(E)**
- People centred in a commercial framework, takes accountability for results **(E)**
- Demonstrates a passion to further the charitable aims of the organisation and acts with integrity **(E)**
- Collaborates and unites with others behind the organisations mission **(E)**
- Provides a best in class service to all clients internal and external**(E)**

##### Technical competency (qualifications and training)

##### Experience

- Charity/retail experience **(D)**
- Experience in managing & training a diverse team of people **(E)**
- Awareness of financial/cost controls **(E)**
- Excellent customer service skills **(E)**
- Commercial Awareness **(E)**

##### Key Technical Skills & Knowledge

- Experience of achieving Sales & Profit Targets **(E)**
- Good organisational & time management skills **(E)**
- Ability to recruit volunteers **(E)**
- Excellent communication Skills **(E)**
- IT skills – Word Outlook, Excel and understanding of social media and ecommerce **(E)**
- Numerical skills **(E)**

##### Key Behaviours

- A flexible approach to cope with varying demands of the role **(E)**
- Team work – sharing best practice with peers **(E)**
- Ability to work under own initiative **(E)**
- Ability to effectively organise & plan **(E)**
- Ability to Travel - shop cover/training/meeting/ champion activity **(E)**

**Safeguarding**

- Displays an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults.  
(E)

## **Main Duties and Responsibilities**

### **1. Sales and Profit**

- To be responsible and accountable for sales, analysing the financial performance of the shop against budget
- In conjunction with the Regional Operations Manager implement changes to improve the performance including effective cost control, maximising trading potential
- Lead the team to maximise the income from Gift Aid on donated products.
- Generate EBay sales to increase profit and raise awareness of Shaw Trust community projects
- Generate additional income using local community contacts and embracing other profit-making activities

### **2. Stock Management (Donated and New Goods)**

- Generate quality donated goods to achieve the agreed processing targets, in order to maintain shop density levels whilst complying with the retail guidelines
- Maximise sales and minimise stock loss of new goods through effective management and control of administration procedures including stock takes.
- Ensure that effective stockroom processing systems are in place to support the needs of the sales floor implementing pricing, quality standards, team safety, housekeeping, stock density and culling stock.

### **3. Shop Standards**

- To be an ambassador for the Shaw Trust by promoting our aims and objectives
- In order to maximise sales, maintain a high standard of visual merchandising to include new and donated goods throughout the store complying with the retail guidelines
- To create a welcoming environment for our customers ensure basic standards and high levels of cleanliness are maintained at all times, including end of day recovery.

### **4. Administration**

- Using IT literacy and numeracy skills, to ensure daily communication via email systems and online resources. Understanding basic spreadsheets and word processing packages, including social networking and ecommerce.
- To manage all paper work ensuring effective secure filing systems are maintained for auditing purposes

- To comply with the retail financial and administration procedures, as detailed in the Retail Operations manuals within agreed time scales.

## **5. Security**

- Implement & control the security of stock, cash and personal items at all times.
- To adhere with the retail guidelines ensuring all monies are banked daily.
- Ensure all Shaw Trust's Quality and Information Security Management Systems are maintained at all times for all IT Equipment
- To understand, comply with and promote Shaw Trust's safeguarding policy and procedures.

## **6. Health and Safety**

- To adhere to health and safety regulations and ensure that staff and volunteers work in a safe manner in respect of COSHH and other Risk Assessment control measures.

## **7. People Management**

- Effectively recruit, develop and retain both paid staff and volunteers, ensuring that they have sufficient training and knowledge to maximise their potential.
- Keep the shop adequately staffed at all times including days off, breaks and holidays to maintain levels of service.
- Ensure that instructions and information from head office are communicated to all staff and actioned on a regular basis using appropriate communication tools.
- Carry out regular performance reviews, for all paid staff.
- To attend Regional meetings and other meetings as required.

## **8. Volunteer Management**

- To recruit, train, develop and maintain an empowered, motivated and engaged team of volunteers to provide additional cover during shop opening hours in line with the retail targets.
- To communicate and meet with volunteers to inform of any new developments or relevant information within Shaw Trust.
- To help manage your team of volunteers to meet, and where possible exceed, all internal and external quality standards, including the UK quality standard for volunteer involvement – Investing In Volunteers, which Shaw Trust holds.

- Supporting the volunteer, during regular supervision meetings, to identify concerns, skills and the potential development of the individual, including of all relevant quarterly paperwork.

## Other

1. To undertake any further training as identified in the Shaw Trust review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.
4. To understand, comply with and promote Shaw Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
5. The Trust has an Equality and Diversity Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
7. Be aware of, promote and implement Shaw Trust's Risk, Quality and Information Security Management Systems.
8. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
9. Recycle and manage energy within your environment.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.