



Store Manager Needed for Landry & Arcari Oriental Rugs and Carpeting in Downtown Boston

Landry & Arcari Oriental Rugs and Carpeting has been servicing our discriminating consumers and designers for over 30 years from our Salem and Boston locations and we are looking for one individual who can develop our very seasoned sales staff and manage our **downtown Boston Showroom**. We are a family owned and operated business and we offer our clients a beautiful array of oriental, contemporary, antique and transitional rugs and broadloom products. We also provide unique and custom designs for our clients from our custom workshop, along with a host of other services including rug repair and restoration.

Because of our continued growth we are adding in **this newly created Store Management role**. We seek an individual who has passion and a desire to continue to develop and foster key relationships with our clients, who can support our mission of offering the highest levels of service and selection and who can continue to develop our seasoned sales staff.

This unique individual will have the ability to coach and develop a savvy and seasoned sales staff, manage and develop new business opportunities and has a desire to help us continue to grow and develop our company.

Please send your resume, cover letter and salary requirements to Dawn for consideration at dawn@synergymanagementassociates.com

We are passionate about only bringing on board the brightest and the best to join our team and this position is as a result of our expanding business and continued growth. We have 3 full-time sales staff and 5 stock staff in this location and we seek an individual with **at least 5-7 years of sales and store management experience in:**

- Proven **experience in coaching and developing** seasoned sales staff
- Excellent **communication, organizational, listening, and interpersonal skills**
- Ability to develop rapport and generate sales with clientele
- **Excellent communication skills with the ability to LISTEN effectively**, identify customer needs and develop rapport and understanding to service the unique needs of each customer.
- Ability to **meet and exceed store merchandising and service goals**

- Proven ability to **developing and fostering client relationships** including servicing the needs of the **design community**
- A high degree of **self-motivation**, and well developed planning, organization and time management skills
- Maintaining a **high level of responsiveness to customer needs** and business integrity
- Proficiency in Microsoft Word, Email, and the Internet

The Store Manager will be responsible for all day-to-day operations in the Boston showroom including but not limited to:

- Maintains all store staff job results including sales and support/stock staff by coaching, counseling, and disciplining employees; planning, monitoring, and appraising job results.
- Achieves financial objectives and sales goals by mentoring and developing others, developing new business opportunities and selling.
- Manages staff and communicates, sales goals, performance expectations and results and all other financial/ operational targets.
- Identifies current and future client requirements by establishing rapport with potential and actual customers and other potential clientele. Selling merchandise is an expectation of this role.
- Maintains store staff by recruiting, selecting, orienting, and training employees.
- Manages client issues by effectively working with sales staff, vendors, operations staff and others to ensure all issues are resolved effectively for the client.
- Ensures the availability of merchandise and maintains showroom standards including displays, visual merchandising, product selection, promotional materials, cleanliness, etc.
- Achieves financial objectives by managing to budgetary expectations, reviewing results, scheduling expenditures; analyzing variances and initiating corrective actions.
- Ensures all marketing events and promotions are executed at the highest levels and communicates all upcoming events, promotions and opportunities with staff on a regular basis in meetings or one-on-one.
- Manages and maintains all showroom inventory by merchandising the store, managing discontinued products and ensuring new arrivals and promotional items are displayed.
- Markets merchandise by studying advertising, sales promotion, and display plans; analyzing operating and financial statements for profitability ratios.
- Maintains the stability and reputation of the store by complying with quality and legal requirements.
- Maintains operations by initiating, coordinating, and enforcing program, operational, and personnel policies and procedures.
- Contributes to team effort by accomplishing related results as needed.
- Maintains store staff job results by coaching, counseling, and disciplining employees; planning, monitoring, and appraising job results.
- Achieves financial objectives and sales goals by mentoring and developing others, developing new business opportunities and selling.

- Identifies current and future client requirements by establishing rapport with potential and actual customers and other potential clientele.
- Ensures availability of merchandise and sets showroom merchandising standards.
- Ensures all marketing events and promotions are executed effectively .
- Markets merchandise by studying advertising, sales promotion, and display plans; analyzing operating and financial statements for profitability ratios.
- Maintains the stability and reputation of the store by complying with quality and legal requirements.
- Maintains operations by initiating, coordinating, and enforcing program, operational, and personnel policies and procedures.
- Contributes to team effort by accomplishing related results as needed.

Skills/Qualifications:

Coaching and Managing Others, Client Oriented Focus, Managing and Delivery Sales and Performance Results, Managing Expenses, Developing New Business Opportunities and Relationships, Market Knowledge, Staffing, Results Driven, Strategic Planning, Management Proficiency, Client Relationships, Verbal Communication

Here's what you'll receive:

In addition to a generous base salary we offer a large bonus potential that is at equal to or greater than the base salary and is measured by sales results, new business development and other performance metrics. In addition, you'll receive the following:

- **Health Care, dental and other important insurances**
- **Performance Bonuses for exceeding goals**
- **A professional and beautiful environment**
- **Generous paid-time off package**
- **Unlimited growth potential and learning**
- **A beautiful, friendly, customer service oriented work environment with exceptional products**