

**Our goal is to be the best retailer in USA in the eyes of our customers, associates, and business partners.
We would love to have you join the Scheels team!**

Overview:

Have you ever wondered what it would like to work in the hunting industry? Join our team of experts and find out at SCHEELS. You will have the opportunity to work with the top brands including Federal, Winchester, Hornady, and more. You will be responsible for buying and merchandising products in your Specialty Shop. Take part in the most rigorous training programs in the hunting industry and help train your fellow experts. Through our extensive business and product training you will leverage your passion for hunting into a successful career as an employee-owner of SCHEELS. Compensation for this position can range from \$38,000 +/yr. (includes commissions and incentives) depending on experience and skills.

Your career begins at SCHEELS! With over 115 years in business, SCHEELS is a leader in the sporting goods industry, driven to create the best experience in the USA for our customers. SCHEELS boasts the largest selection of sports brands in America—offering world-class brands, special attractions, and unmatched customer service.

Empowerment

SCHEELS Specialty Shop Managers enjoy going to work. You are an owner of your shop, empowered to be a buyer, merchandiser, and inventory manager, all while enjoying one of the best careers in retail. SCHEELS is an employee-owned, privately held business whose empowered associates and leaders drive the success of their store and the entire company.

Training

SCHEELS empowers our associates to become experts in their shops to go above and beyond to meet the customer's needs and expectations. SCHEELS associates talk-the-talk, and walk-the-walk, with the best product and expert training in the sporting goods industry. Mentorship and professional development training are a focus throughout your entire career.

What it takes to be a Scheels Expert:

Customer Service

- Genuinely and consistently treat co-workers, customers and business partners like they are the most important person including eye contact, a smile and a genuine “Thank you”

Culture

- Approach daily tasks, projects and follow-up communication with energy and sense of urgency
- Cultivate a deep desire to become a knowledge expert in their role with the ability to apply their knowledge and experience with great impact
- Show respect and appreciation for others and Scheels
- Arrive to work and meetings 10 minutes early

Servant Leadership

- Genuine interest and action in helping others before yourself, regardless of recognition or reward

Teach-ability

- Consistent eagerness to listen, learn, apply knowledge and accept critical feedback
- Ability to adapt to a changing work environment
- Ability to apply concepts of basic math, grammar, punctuation and spelling

Dress Code

- Meets Scheels dress and grooming expectations in support of professional, clean and welcoming environment for customers, co-workers and business partners

Efficiency

- Demonstrate pride and ownership of their work while meeting expected deadlines

The Essentials:

- Meet or exceed personal sales goals while giving Scheels customers a great experience
- Be knowledgeable to answer questions concerning location, price and use of merchandise
- Follow instructions for specific requests from customers, while maintaining safety requirements
- Analyze reports and make decisions about purchasing of inventory, arrangement of merchandise, and sales trends to meet or exceed Scheels standards
- Stock shelves, tables, and counters with merchandise while merchandising to Scheels standards.
- Set up advertising, signs, and merchandise to promote sales
- Communicate professionally with vendors and/or outside sales representatives
- Train associates on the proper use and basic knowledge of merchandise
- Prepare for and facilitate required product knowledge and sales meetings as directed
- Attend weekly required sales and product knowledge training meetings
- Be professional in appearance and attitude, contribute to a positive team atmosphere and treat others with respect and consideration while following Scheels' policies and procedures.
- Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence.
- Ability to perform basic math; perform operations using units of currency, measurements and understanding percentages.
- Ability to effectively present information in one-on-one or small groups to customers, clients and other employees.
- Ability to work assigned schedule; may include varied hours, evenings, weekends and holidays.

Expert Experience:

High School diploma, or General Education Degree (GED), one to three months related experience or training; or equivalent combination of education and experience preferred.

Activity:

Must be able to sit, stand, bend at the waist, climb, stoop, kneel, crouch, reach, walk, push/pull, lift, talk, and hear with or without reasonable accommodation

Heavy work – Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects

Scheels cares about the health and safety of our Associates. Associates are expected to follow all safety procedures and perform their job duties in a fashion that minimizes the risk of injury

Schedule:

Must be flexible to work assigned schedule between 9a.m. and 9p.m., Monday through Saturday, 11a.m. and 6p.m., Sunday. Schedule may include varied hours, evenings, weekends, and holidays, must be available minimum of two weekends a month. Average hours per week is 41 hours.

Benefits:

Scheels offers a complete benefits package to include:

- Employee Stock Ownership Program
- Associate Discount
- Health & Dental Insurance
- Short Term & Long Term Disability Insurance
- All State Accident Insurance
- Employee Assistance Program
- Paid Time Off
- Holiday Pay
- 401(K)/Roth(K)
- Maternity Leave
- Bereavement

Equal Employment Opportunity

Scheels is an equal employment opportunity employer providing equal employment opportunities to individuals regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, Scheels will provide reasonable accommodations for qualified individuals when appropriate.