



## DISTRIBUTION CENTER SALES MANAGER

### POSITION SUMMARY

The primary function of this position is to manage the Sales (**70%**) and Operations (**30%**) for a distribution facility, while leading employees and driving successful results. The DC Manager manages various sales and operations-based initiatives and carries out responsibilities in the following areas: Sales growth, inventory control, operational efficiencies, which include logistics, profit margin control, and P&L analysis and review. The DC Manager will also be expected to demonstrate a commitment to the overall safety of all employees and the safe operation of the facility through example and participation.

### ESSENTIAL FUNCTIONS

- Recommends, implements, and monitors the annual operating budget and establishes necessary controls to meet financial objectives
- Analyze P&L statements monthly and strategically determine areas of improvement or success including but not limited to delivering profitable sales growth and cost savings initiatives
- Motivate and lead a sales team, daily, to drive sales and profit growth by developing a sales strategy that focuses on CABP's core products and values
- Maximize profit by reviewing daily sales and margins and making recommendations for improvement
- Constantly review and communicate market trends and competitive products in your trading area and use this information to ensure market competitiveness
- Review less than one inventory on a biweekly basis to determine selling strategies for staying at or under the Company max of 5%
- Review and control on hand inventory value and costs while ensuring alignment with the purchasing department on large volume inventory purchases to take advantage of vendor discounts, fluctuating exchange rates or raw material costs
- Monitor and measure performance goals and expectations of all Distribution Center employees
- Assist HR with all aspects of the hiring, coaching, discipline, and dismissal employee processes
- Train employees on Distribution Center and Company processes. Monitor and manage overtime for non-exempt / hourly employees
- Responsible for performance management process of all direct reports per Company guidelines
- Strategic planning of material transportation requirements – organize delivery routes and determine proper placement of resources that will result in the most efficient delivery of products to customer while maintaining profitability
- Monitor shipping to ensure products are delivered accurately and on time
- Analyze logistical problems, offer and implement solutions
- Achieve a safe and compliant work environment with zero recordable incidents and full compliance with regulatory requirements
- Implement and maintain all Company policies and directives
- Other duties may be added as needed to ensure Distribution Center success

### QUALIFICATIONS

- Bachelor's Degree in Construction or Supply Chain Management, or related field or equivalent
- 5+ years' experience managing a high performing distribution center
- 5+ years' sales & sales management experience



- 2+ years' experience in a role that required you to be 100% accountable for the profitability of your specific business unit
- Building Material industry and / or Distribution experience preferred
- Proven sales management experience
  
- Ability to evaluate P&L statements
- Proven track record of cost saving initiatives with the ability to implement change and lead by example

#### **REQUIREMENTS**

- Must be able to travel as needed (35%+)
- Ability to pass drug test and background check
- Must have a valid Driver's License