

Store Manager

Company

Since 1993, our company client has been creating her high-end women's ready-to-wear collections by offering a real lifestyle thanks to a complete wardrobe around the shirt, accompanied by a line of accessories. The brand defines its client as a woman who assumes, dares and expresses the different facets of her personality with elegance and a pronounced taste for the style and quality of the materials worn.

Today, the company has 350 employees worldwide and offers its products in 60 stores spread over three zones: United States, Europe and Asia where we have 6 stores and expanding.

The teams pay constant attention to the quality and details found in their products, the differentiating experience offered to shoppers and the selection and support of employees. The company is nowadays wishing to develop the notoriety and the visibility of its brand while preserving its artisanal know-how around the embroidery and the lace which are made on the site in France where the workshops are located.

Employees are encouraged to be proactive and to develop in their position in a climate of trust that encourages responsibility, autonomy and versatility.

The familial corporate culture of the brand is also based on strong values: simplicity, proximity and demand at all levels of the company. Values that allow today's employees to flourish in their work, to promote mutual help and benevolence and to be engaged daily.

Location based in Hangzhou

Reporting line to District Manager

Responsibility

As a Store Manager, you will work closely with your Regional Manager to achieve the below objectives:

作为一名安·芳迪专卖店的店经理，您需要和所在区域经理密切合作以实现以下目标：

- Lead and support the company's growth plan through sales generation, recruitment and development of top talent, and retention of clientele

通过业绩增长，招聘和培养业务顶尖人才，以及维护客户关系来领导和支持公司的成长计划

- Model and lead store selling behaviours, ensuring personal sales goals are met by producing at least 30% of store volume

成为专卖店的销售典范，带领店铺运营销售，并确保个人销售业绩至少达到店铺总业绩的 30%

- Adaptability to our client's selling culture with focus on our mystery shop expectations, styling and engagement

能够适应安·芳迪品牌的销售文化，专注于神秘访店的预期度，风格搭配以及消费者的参与度

- Build and retain clientele by developing ongoing relationships with our clients

能够维护且持续发展新客户，并为之建立良好的长期客户关系

- Coach and empower staff to exceed individual and store sales goals while achieving high KPI's

培训指导员工超额完成个人和店铺的销售目标，同时实现较高的 KPI

- Develop leaders and build a high-performance team with strong emphasis on the client experience and suggestive selling

培养具有领导才能的领导者，并组建一支高度重视客户体验、维护品牌形象、有建议销售技巧的高效团队

- Hold team accountable to delivering results: productivity, KPI's and client outreach

负责团队绩效管理，店铺运营以及客户拓展

- Raise the "Talent Bar" through ongoing networking/recruitment efforts to enhance sales team

通过持续的网络招聘努力提高人才标准，增强销售团队能力

- Owns personal development; actively listens and accepts feedback, direction and guidance

具有个人发展计划，善于倾听并接受反馈意见，并能给予指导

- Be highly organized and a multi-tasker who handles change seamlessly and gets everyone on board quickly

能够迅速有条理地处理问题，同时胜任多项任务，并能让其他成员快速上手

- Maintain inventory and prevent loss by checking merchandise to determine inventory levels

通过定期对货品进行检查来确保库存量，以维持库存并防止损失

- Coordinate with your Regional Manager to comply with all company policies and procedures: store/visual presentation standards, loss prevention and inventory control/compliance procedures

配合区域经理协调完成公司的所有工作准则和规章制度：包括店铺商品陈列标准，防损与库存管控以及合规程序等

Requirement

The ideal candidate to be successful at our client will possess the following:

作为安·芳迪的理想候选人需要具备以下条件:

- Proven track record of business growth by improving bottom line performance along with the development of a strong sales team

通过改善绩效底线以及发展强大的销售团队来实现业务增长的良好记录

- Has a great fashion aesthetic with a passion for styling clients

具有强烈的时尚审美观, 并热衷于为客户打造个人时尚造型

- A charismatic and dynamic individual who will deliver a unique experience that resonates with our brand

积极有活力, 具有超凡个人魅力, 能够结合品牌精神为顾客提供独特的体验

- Strong interpersonal skills with the ability to effectively communicate with clients, peers and management

拥有良好的人际交往能力, 能够与客户、同事和管理层进行有效沟通

- Ability to work as part of a team and take initiative, independent of direct supervision

能够主动承担团队工作并且做到自我监督的表率

- Ability to actively move around all store areas and must be attentive to all clients.

做到细心留意每一位进店顾客的情况, 并活动在店铺区域的每一个角落

- French or English speaker will be a plus

会说法语或英语者优先

- Flexible schedule with availability based on the needs of the business including nights, weekends and holidays

能够接受因业务需求, 在晚上、周末以及假期出勤的排班制

Please send your resume to: sh-recruitment@ccifc.org