



POSITION DESCRIPTION

Position Title:	Shop Manager in Training
Reporting to:	Shop Manager
Direct Reports:	Volunteers

ORGANISATIONAL CONTEXT

Our Vision

The Society aspires to be recognised as a caring Catholic charity offering ‘a hand up’ to people in need. We do this by respecting their dignity, sharing our hope and encouraging them to take control of their own destiny.

Our Mission

The St Vincent de Paul Society (the Society) is a lay Catholic organisation that aspires to live the gospel message by serving Christ in the poor with love, respect, justice, hope and joy, and by working to shape a more just and compassionate society.

Our Values

- Commitment: Loyalty in service to our mission, vision and values
- Compassion: Welcoming and serving all with understanding and without judgement
- Respect: Service to all regardless of creed, ethnic or social background, health, gender, or political opinions
- Integrity: Promoting, maintaining and adhering to our mission, vision and values
- Empathy: Establishing relationships based on respect, trust, friendship and perception
- Advocacy: Working to transform the causes of poverty and challenging the causes of human injustice
- Courage: Encouraging spiritual growth, welcoming innovation and giving hope for the future

Our Services

The St Vincent de Paul Society’s members and volunteers provide practical support, advocacy and friendship to the most vulnerable in our community.

Key services include home visitation; youth programs; soup vans; assistance for asylum seekers and refugees; Compeer programs for people experiencing mental illness; education and tutoring; overseas development programs and a range of accommodation and social services through the VincentCare Victoria network.

Volunteer service is the backbone of the St Vincent de Paul Society. The Society is made up of dedicated ‘members’; all who volunteer their time to undertake a range of community support activities at a local level (‘conference’), semi-regional level (‘regional’), regional level (‘central’), and state level (‘state’). There are also a number of volunteers who form part of collaborative state and national committees, special works and also service the Vinnies Shops.

The St Vincent de Paul Society in Victoria has more than 3,458 members and 8,660 other volunteers. In Australia, there are 19,950 members and 38,025 volunteers. Internationally, the Society operates in 150 countries and has over 800,000 members and volunteers.



PURPOSE OF ROLE

The Retail division has over 100 Vinnies shops in Victoria and they are the number one destination for affordable and pre-loved items. Everything our customers buy or donate inspires change in our local community.

To support the Shop Manager in leading and training our volunteer team to deliver a memorable experience for our customers. The Shop Manager in Training will develop their capacity in preparation for future leadership opportunities.

KEY ACCOUNTABILITIES

Key Accountability	Deliverables
Contribute to the organisational culture	<ul style="list-style-type: none"> • Demonstrate understanding and empathy with the mission and ethos of the St Vincent de Paul Society and ensure the Society's values are incorporated into all aspects of the performance of the role • Respect the Catholic values inherent within the Mission of the organisation and the expression of spirituality and reflective practice in the workplace • Positively contribute to and influence organisational culture • Actively participate in activities that develop your personal and professional skills, knowledge and experience • Regularly attend and actively participate in all team / divisional and organisational meetings • Contribute to developing a culture of continuous improvement and respond positively to change
Lead, manage and motivate team to achieve their objectives	<ul style="list-style-type: none"> • In conjunction with the Shop manager; recruit, develop and retain a skilled and motivated team • Build a cohesive and engaged team and foster a culture with our mission at its centre • Assist in the development of clear KPIs for all team members and actively implement the Society's performance management processes • Communicate effectively with your team through regular team and individual meetings • Lead the team in the practice of continuous improvement
Safety	<ul style="list-style-type: none"> • Take reasonable care for your own safety and that of others that may be affected by your actions or lack of actions • Identify and report hazards within 24 hours of them occurring on the incident reporting system • Manage day to day risks in line with policy and procedures
Planning, Compliance and Budgets	<ul style="list-style-type: none"> • Deliver on your responsibilities and ensure that all resources within your scope of responsibility; be they human, material or financial, are managed effectively and with efficiency to achieve positive outcomes. • Ensure that all activity within your scope of responsibility is ethical and compliant with legislation, regulation and organisational policies • Deliver on audit actions assigned to you. • Deliver on objectives within the budget assigned to you. • Comply with Shop Merchandising and Ticketing Standards



<p>Planning, Compliance and Budgets – Manager and Executive</p>	<ul style="list-style-type: none"> • Deliver on your responsibilities and ensure that all resources within your scope of responsibility; be they human, material or financial, are managed effectively and with efficiency to achieve positive outcomes. • Ensure that all activity within your scope of responsibility is ethical and compliant with legislation, regulation and organisational policies • Deliver on audit actions assigned to you. • Deliver on objectives within the budget assigned to you. • Comply with Shop Merchandising and Ticketing Standards • Actively participate with Shop Manager & Area Support Manager in shop business plan development and actions arising from such.
<p>Operations</p>	<ul style="list-style-type: none"> • Achieve shop sales performance goals through managing the following shop functions: <ul style="list-style-type: none"> ○ Merchandising and Presentation ○ Financial Management and Reporting ○ WHS and Risk Management ○ Security/Shrinkage/Technology ○ Customer Service and Training ○ Sales/Marketing/Advertising/Promotions • Support the Shop Manager in conducting monthly meetings and developing leadership capability to enable them to autonomously operate. • Foster a strong customer service culture within the shop with all team members • Ensure that the shop is opened and closed in line with procedures including financial and security responsibilities • Assist in the distribution of clothing and goods to our companions as per procedure and ensure accuracy in its recording • Assist the Shop Manager in implementing a stock control system for the Society's donated and purchased goods. • Provide support to the Shop Manager regarding property maintenance at the shop
<p>Asset Management</p>	<ul style="list-style-type: none"> • Monitor and regularly report to the Shop Manager on matters of security in the shop and recommend strategies to protect the Society's assets • Manage and ensure compliance with prescribed cash register procedures and provide all necessary documents as requested • Immediately advise Shop Manager/Area Support Manager where an instance of, or a concern that there may be misappropriation of monies or goods occurring or possibly occurring. Follow resolution process as advised.
<p>Other</p>	<ul style="list-style-type: none"> • Use SMT meetings to effectively liaise with Regional Council Presidents and Conference members as required to foster a united and cohesive approach to our services • Be proactive in taking a leadership role in projects and events that contribute to the Retail division and/or influences organisational culture. • All other tasks as required to fulfil the objectives of the team and organisation.



POSITION CONTACTS

Most Frequent Contacts	Internal/ External	Nature or Purpose of Contact
Shop Manager	Internal	<ul style="list-style-type: none"> Line Manager
Area Support Manager, Retail Management and Support Team	Internal	<ul style="list-style-type: none"> Retail Management and Support
Shop employees and volunteers	Internal	<ul style="list-style-type: none"> Direct Reports
Support teams including Transport, Warehouses, HR, ICT, Finance, Facilities, Marketing & Fundraising	Internal	<ul style="list-style-type: none"> Support and advice
Membership and Development	Internal	<ul style="list-style-type: none"> Customers / recipients of our service
Conferences	External	<ul style="list-style-type: none"> Partner to provide services to people we serve
People we serve	External	<ul style="list-style-type: none"> Recipients of our service

DELEGATIONS OF AUTHORITY

You will be required to work within the delegations of authority policy.



KEY REQUIREMENTS

Qualifications

- Accreditation in Retail Operations/ Management (preferable)
- Current Victorian motor vehicle license

Skills

- Retail management experience with a real focus on people
- Strong time management skills, including ability to meet deadlines
- Ability to build rapport and influence others
- Excellent communication skills with a large range of stakeholders
- Ability to manage competing priorities, tasks and overall expectations
- A solutions focused creative mindset
- An ability to resolve conflict and disputes
- Strong attention to detail
- Effective judgement & decision making

Knowledge / Experience

- Demonstrated experience in retail sales, merchandising and stock rotation
- Demonstrated understanding of stock control management
- Demonstrated experience leading and engaging people (a team) to achieve objectives
- Experience in supporting performance through training and development
- Proven retail leadership experience with a drive to succeed and achieve results
- Proven success in analysing and managing reports to drive performance and results
- Demonstrated experience in working autonomously, whilst part of a larger team environment
- Experience leading volunteers (preferred)

Attributes

- A real passion for delivering incredible customer service
- A “Can do” proactive attitude and positive team spirit
- Behaves in an ethical and professional manner at all times
- Leadership, courage and resilience
- Outcomes driven
- Willingness to travel throughout Victoria as required
- Willingness to vary normal working hours from time to time
- Awareness of, and ability to work within, the ethos of the Society

Please note: You may be permanently transferred to another location from time to time at the discretion of St Vincent de Paul Society, having regard to issues including travelling time to and from your residential address. On occasion you may be required to work on a Saturday or Sunday. This will be discussed in consultation with the Area Support Manager.

THE LIST OF RESPONSIBILITIES HEREIN IS NOT INTENDED TO BE ALL-INCLUSIVE, AND MAY INCLUDE ADDITIONAL RESPONSIBILITIES AS REQUIRED AND ASSIGNED. IT MAY BECOME NECESSARY TO MODIFY/CHANGE THESE POSITION RESPONSIBILITIES FROM TIME TO TIME.