

# JOB DESCRIPTION



## Job Title: **DYNAMIC ASSORTMENT CREW**

**Department:** Operations  
**Location:** Store

**Level:** 8  
**Volume:** All Stores

**PURPOSE:** Responsible for ensuring that all customers have a great experience in our stores through your friendly, helpful interactions with them, and by working to get all new products ready for the sales floor. You are passionate about providing our customers with great styles, famous brands, and amazing prices. You are accurate, efficient, friendly, and helpful. You take pride in the organization of the warehouse and the truck process. Replenishes to ensure the sales floor is full. You bring a positive, can-do attitude to work every day and are a valued team player. You ensure Gabe's is a great place to shop!

**WORKING  
RELATIONSHIPS:**  
Report to value  
assortment  
ambassador

### FUNCTIONAL RESPONSIBILITIES

- ★ Completes truck and replenishment responsibilities with a positive attitude
- ★ Consistently performs to meet or exceed unit per hour goals to support store processes and payroll
- ★ Maintains warehouse organization and safety procedures
- ★ Focused on creating a great shopping experience for all customers-being friendly and helpful to each one; treats each customer and crew member with respect
- ★ Acknowledges any waiting customers and thanks them for their patience
- ★ Performs all job functions with safety
- ★ Ensures the store is neat, clean, and organized and that it is safe for our customers and crew members
- ★ Follows all company policies and procedures
- ★ Supports other areas or projects as needed or directed by the management team
- ★ Maintains an awareness of a safe work environment and supports a culture of integrity in the store
- ★ Demonstrates the ability to work without supervision and complete projects in a timely manner
- ★ Communicates effectively with other crew members and the store management team

### QUALIFICATIONS

- ★ Demonstrates ability to meet and exceed goals in efficiency and processes
- ★ Demonstrates ability to provide excellent customer service
- ★ Demonstrates ability to maintain professionalism
- ★ Proven time management, prioritizing and organization skills
- ★ Ability to stand for long periods of time and lift moderate weight (up to 50 lbs)
- ★ Demonstrates ability to multi-task
- ★ Always smiling and friendly
- ★ Demonstrates ability to work without supervision, take initiative
- ★ Schedule flexibility to include weekends and non-business hours
- ★ Goal oriented
- ★ Understands the role they play in customer experience and store results

### ATTITUDES & TRAITS

- ★ You are happy
- ★ You are friendly and helpful to customers and crew members
- ★ You work with energy and urgency – showing you have a desire to perform
- ★ You want to be a part of a winning team
- ★ You take pride in yourself, your work, and the success of the team
- ★ You take initiative and solve problems quickly
- ★ Symbolize customer service
- ★ Exhibit professional behaviors
- ★ Work for team success

### PERFORMANCE MEASURES

- ★ Unit Per Hour, Carton per Hour and Markdown Accuracy measures
- ★ Customer Experience Survey