

Rothschild Dealership General Manager

JOB DESCRIPTION

Summary/Objective

The General Manager (GM) is responsible for building and leading a healthy business by executing both local and corporate business initiatives, enhancing customer satisfaction, and attaining company engagement and profitability goals

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

1. Be well-informed of local market conditions in order to increase market penetration and maintain an above-average growth rate in the marketplace.
2. Demonstrate professionalism, courtesy and tactfulness in all interactions with customers, employees, and vendors.
3. Promote and support our commitment to exceed our customers' expectations.
4. Acquire and retain qualified, committed, and motivated personnel to meet business needs.
5. Provide sufficient training opportunities to ensure employees have the skills and information necessary to exceed customers' expectation. Support employee development and empowerment.
6. Communicate regularly and honestly with employees to encourage an open exchange of information and build a team committed to satisfying our customers' needs.
7. Together with each employee, develop realistic performance objectives tied to the dealership's goals. Conduct regular discussions regarding process; take appropriate steps to support achievement of goals.
8. Maintain a safe, clean work environment that is in compliance with all applicable Federal, State, Local, and company regulations. Be responsible for safe, efficient operation and preventative maintenance of the facility and the water quality of the products we produce.
9. Ensure compliance of the Bottling Operation with all FDA a regulatory standards
10. Maintain and safeguard the company's assets (building, fleet, inventory, records, equipment, etc.)
11. Review and control expenses
12. Set and review appropriate rates and pricing structure.
13. Prepare annual budget, regularly review actual vs. plan, analyze variances, and take action to achieve financial performance goals
14. Keep skills and knowledge current and adapt to the changing business environment
15. Perform work with Sterling Water company values in mind:
 - Integrity: Do the right thing. Trust and honesty are essential in everything we do.
 - Safety: Take action to prevent accidents and injuries.
 - Teamwork: Work together to accomplish our goals.
 - Continuous Improvement: Search for and implement better ways.
16. Other duties, as assigned

Key Performance Behaviors

Successful Sterling Water employees consistently meet or exceed the following key performance behaviors: Adaptability, Learning, Continuous Improvement, Customer Focus, Decision-Making, Delivers Results, Integrity, Safety Focus, Teamwork, Role-Specific Knowledge, Developing and Managing Others, Strategic Ability, and Communication.

Supervisory Responsibility

This position supervises the Office Manager, Service Manager, Production Supervisor, and Residential Sales Representatives directly and all dealership employees indirectly.

Work Environment

This job operates in a clerical, office setting. This role routinely uses standard office equipment such as computers, phones, photocopiers, filing cabinets and fax machines.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

This is a largely sedentary role; however, some filing is required. This would require the ability to lift files, open filing cabinets and bend or stand as necessary. Individuals may need to sit or stand as needed. This position may require walking primarily on a level surface for periods of time as well as reaching above shoulder heights or below the waist or lifting as required to file documents or store materials throughout the workday. Proper lifting techniques are required. This position may occasionally lift up to 50 pounds for Customer Carryout.

Position Type and Expected Hours of Work

This is a full-time position. Days and typical hours of work are Monday through Friday, 8:00 a.m. to 5 p.m., 40 hours per week.

Required Education and Experience

1. Bachelor's degree, or three to five years' related experience and/or training, or equivalent combination of education and experience.
2. Minimum of three (3) years supervisory experience
3. Previous leadership experience in a manufacturing or distribution setting

Additional Eligibility Qualifications

1. Valid Driver's License
2. Pass Department of Transportation physical when required

Work Authorization

Must be legally authorized to work in the United States of America.

Equal Employment Opportunity Statement

Sterling Water, Inc.

Sterling Water, Inc provides equal employment opportunities to all employees and applicants for employment. In addition to federal law requirements, Sterling Water, Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment. Sterling Water, Inc. expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Sterling Water, Inc.'s employees to perform their job duties may result in discipline up to and including discharge.

Classification

Exempt

Reports to

Area Director

Revision Date

10/12/2021

Travel

Less than 10% of travel expected for this position.

Signatures

Employee signature below constitutes employee's understanding of the requirements, essential functions, and duties of the position.

Employee_____ Date_____