



Leadership Development Candidate

Bartle and Gibson Co. Ltd. have been in business since 1944. With 31 distribution centres we are a leading distributor in plumbing, heating and electrical supplies across western Canada and the North West Territories. We are committed to providing our valued customers excellent service and team members and exciting and positive workplace.

The Leadership Development Program

We are excited to be building our next generation of successful, energetic branch managers, which is why we are recruiting for our Leadership Development Program (LDP). The goal of Bartle & Gibson's LDP is to develop future Sales Representatives and Branch Managers. This program will ensure future managers will be confident to assume the responsibility of managing all branch activities while continuing to serve our customers and clients with the highest standards and quality of service that they have come to expect from Bartle & Gibson.

The Ideal Candidate

The ideal candidate will be an ambitious, creative individual who has strong mediation and negotiation skills. In this position you will need to have excellent time management skills and are required to be accountable and dependable to your customers as well as your team and other Bartle & Gibson employees.

Program Outcome

Upon successful completion of the LDP you may go into a position of Branch Manager, Outside Sales Representative or Sales Manager, dependent on the best fit for the candidate.

The **Branch Manager** is responsible for managing teams of 2 to 20 productive staff (can be within the areas of: sales, customer service, order desk, counter, warehouse) who are able to meet and exceed revenue targets while promptly and professionally addressing the needs of customers within their branch locale. The Branch Manager is also required to generate and deliver sales and marketing initiatives, revenue growth and client retention.

The **Outside Sales Representative** you will be responsible for all Outside Plumbing Sales and quotes, quote follow up and after sale service. The major focus will be on growing our business by calling on and servicing an existing account base as well as developing new accounts in the plumbing or electrical sales industry.

The **Sales Manager** will be responsible for leading a sales team of up to ten (10) Direct Reports and leveraging relationships to create new business opportunities while meeting or exceeding sales targets and professionally addressing the needs of customers. Your major focus will be on growing our business within the designated sales territory as well as manage accounts and project businesses in the plumbing or electrical sales industry

The Training

Bartle & Gibson offers an accelerated training program where you will learn the processes to deal with:

- Warehouse
- Counter
- Purchasing
- Inventory Control
- Inside Sales & Outside Sales
- Marketing
- Payroll & Benefits
- Safety
- Human Resources
- Operations Management
- Finance
- Accounts Payable & Accounts Receivable
- IT
- Electrical
- Plumbing

Minimum Education/Requirements:

- Post Secondary education in Business, Marketing, or related field
- Demonstrated ability to provide superior customer service.
- Must have a desire to participate in continuous learning and development
- **Must be willing to relocate to any of our locations in Alberta, British Columbia or Northwest Territories, as needed**
- Proficient with Microsoft Office (Outlook, Word, Excel)
- Ability to effectively communicate, both verbally and written

Please note that this is an entry level position and training will be provided.

If you want to join a company with a great culture that truly values and rewards you for a job well done, then we encourage you to submit your resume to careers@bartlegibson.com. Our compensation and benefits, including profit sharing and career growth potential are competitive and will be based on qualifications and abilities.

*No phone calls or drop ins. **Apply by application submission only, stating applicable experience and salary expectations in your cover letter.** All submissions are kept in the highest level of confidentiality. The position will remain open until a suitable candidate is selected.

We are an equal opportunity employer. We would like to thank all applicants for their interest in employment with Bartle & Gibson, however, only those who possess the desired qualifications will be contacted for further review.

Final candidates will be required to undergo an **assessment and security screening**, including a criminal record check. Employment is subject to screening completion that is satisfactory to Bartle & Gibson.