

82299BRPosting Title:Retail Stocking AssociateJob Description:Our Associates (part-time) support the leadership team through operational execution and delivery of a rewarding customer experience. Our Associates (part-time) are part of a retail team of high-achievers, who have a passion for excellence, continuous improvement and obsess about getting things done. They are expected to embrace our Mission Statement and Success Drivers for the Associate (part-time) position and demonstrate Harbor Freight Tool's Core Principles.

Responsibilities:

Profit Maximization:

- + Consistently exhibit expected behaviors to exceed financial goals
- + Participate in company programs
- + Participate in special events

Operational Execution:

- + Proficient in all assigned areas of responsibility
- + Accurate and timely completion of workload
- + Adhere to all company policies and procedures

Talent Optimization:

- + Exhibit job proficiency and expected behaviors
- + Contribute to a team atmosphere

Customer Experience:

- + Provide a helpful customer experience
- + Ensure items are in-stock
- + Ensure items are priced right
- + Maintain a safe, clean, and organized retail store

Success Drivers

Action Oriented:

- + Is action oriented and full of energy for the things they see as challenging
- + Enjoys working hard
- + Shows initiative

Composure:

- + Is calm and professional under pressure
- + Does not become defensive or irritated

## Customer Focus:

- + Acts with internal and external customers in mind
- + Understands how operational execution directly affects the customer experience
- + Establishes and maintains relationships with customers and associates through respectful and effective communication.

## Shared Duties:

### Profit Maximization

- + Adherence to Injury Illness Prevention Program
- + Assist in execution of Physical Inventory Standard Operating Procedure

### Talent Optimization

- + Commitment to continued learning and self-development
- + Drive and support teamwork

### Operational Execution

- + Daily Download review

### Customer Experience

- + Meet Customer Experience expectations
- + Friendly
- + Available
- + Quick
- + Execution of store recovery standards
- + Execution of daily cleaning checklist

## Primary Duties:

- + Execution of:
  - + Planograms
  - + Pricing
  - + Display Planner
- + Execution in accordance with Standard Operating Procedure:
  - + Floor First Receiving
  - + Replenishment
  - + Recalibration

- + Cycle Counts
- + Other duties as assigned

#### Additional Duties

- + Participate in:
- + Name Collection
- + Extended Service Plan Program
- + Inside Track Club Program
- + Efficient processing of point of sale transactions
- + Act as witness for till, safe, and deposit counts

Auto req ID:82299BRState:MECity:PRESQUE ISLERequirements:Qualifications:

- + Retail or Customer Service experience preferred

#### Education:

- + High School graduate/Equivalent preferred

#### Physical Requirements:

- + Ability to communicate with customers and associates in person and via e-mail and telephone.
- + Ability to intermittently lift, push and/or pull up to 50 pounds.
- + Requires standing and moving for an entire shift.
- + Ability to lift, bend, kneel, climb, crawl and/or twist.
- + Ability to safely climb up and down a ladder.
- + Ability to become forklift certified and physically able to operate a forklift in accordance with IIPP.

#### Availability:

- + Ability to work a flexible schedule, including evenings, holidays, overnights and weekends as necessary to meet the needs of the retail business.
- + Regular attendance is an essential function of the job.

Address 1:830 MAIN STREETAbout Harbor Freight Tools:Harbor Freight Tools is different. Weâ€™re not your typical retailer. Weâ€™re actually a retailer and branded tool producer rolled into one. Weâ€™re a team of high-achievers, who have a passion for excellence and continuous improvement and obsess about getting things done. Weâ€™re also equally committed to doing the right thing and giving back to our community. Weâ€™re allergic to bureaucracy, extra layers of management and politics. And for us, collaboration is the golden rule. Weâ€™re a 35 year-old, \$3.5 billion company â€œ on pace to \$7.5 billion in the next few years â€œ with the energy and enthusiasm of a start-up. We have over 650 stores nationwide and are opening a new one every week. If youâ€™re a leader with your ego in check, if you know what it means to be an

open-minded partner, if you arenâ€™t afraid to get into the weeds to learn the Harbor Freight way and join our history making enterprise, then weâ€™d love to talk to you. Position Type: Part Time