



## **Askiy Wapikwanīy Store Manager**

**In 1997, Ochapowace Nation leadership had the forethought and vision to purchase a tract of land (285 acres), seven kilometres east of Regina, Saskatchewan, adjacent to the TransCanada Highway #1. Given the current growth experienced by the city of Regina, surrounding smaller municipalities, and the province of Saskatchewan generally, this land holding is prime for the development of a business park and would meet the ever-growing demand for retail and light industrial space as well as the Ochapowace Nation's need to generate own-source revenue.**

**The opening of the Petro-Canada convenience store and gas station is an important step in the development of the Regina Lands and serves as an anchor for the development. When the Petro-Canada station was developed an allowance was made for a quick serve food outlet but have been unable to attract the right tenant. After further review we have made the decision to move forward with the exciting new venture Askiy Wapikwanīy Cannabis Dispensary.**

Askiy Wapikwanīy – located in Regina is looking for a full-time Store Manager to lead and inspire by taking a forward-thinking approach to the retail experience. You will drive sales and create an environment that is engaging, educational and inspiring to customers and team members.

Askiy Wapikwanīy recognizes that with this new venture employees are at the core of our success and take pride in a culture that emphasizes inclusiveness, collaboration and diversity. Our employees will come from a wide range of backgrounds; each bringing their own unique skills and talents to the table, working together for continued growth.

### **The Challenge**

In the role of Store Manager, for this new venture you will lead and inspire by taking a forward-thinking approach to the retail experience to ultimately drive sales and create an environment that is engaging, educational and inspiring to both customers and team members.

### **The Responsibilities**

#### **LEADERSHIP & TEAM MANAGEMENT**

- **Recruit, Hire and Promote:** continuously talent plan to build a strong internal bench, maintain a network of great candidates, hire exceptional people, and create personalized succession paths
- **Take responsibility for own development and professional growth;** identify and train role replacement in preparation for career progression
- **Develop & Coach:** develop training plans that build skills and expertise and coach team members by providing timely and specific feedback to create a culture of action and accountability
- **Inspire & Motivate:** inspire teams through values, empathy, and empowerment, tailoring motivation to the individual and leveraging the strengths of the team
- **Act as a brand ambassador** reflective of the company values and mission

#### **BRAND EXPERIENCE**

- **Customer Engagement:** Cultivate an environment of genuine customer connection by being highly focused on delivering exceptional customer experiences that are engaging, efficient and personalized. Engage with local community via events and social media platforms
- **Retail Experience:** challenge and inspire the team to elevate every aspect of the store experience through service, merchandising, and display to create a compelling atmosphere for the customer
- **Lead Change & Innovation:** lead and support new ideas and initiatives to evolve the retail experience for the customer; drive sales and provide a unique store experience

#### **VISUAL & BUSINESS OPERATIONS**

- **Analyze the Business:** analyze sales and product to identify and interpret business opportunities for the store, customer and market
- **Inspire Independent Thinking:** effectively delegate and guide teams while at the same time allowing others the creativity to succeed by making strategic, business-impacting decisions

- Manage Operational Execution: collaborate with Department heads to lead timely and effective execution of store controls and operating standards while assuming accountability for the store's profitability
- Manage Visual Execution: collaborate with key partners to assess timely and effective execution of store structure, outfitting, display, merchandising while assuming accountability for the store's profitability

#### **COMMUNICATIONS & RELATIONSHIPS**

- Provide Meaningful Feedback: set clear objectives and expectations to drive a consistent store experience and ensure excellent operational and visual standards
- Communicate & Build Relationships: foster a culture of strong communication and teamwork in order to ensure a seamless balance of operational and visual priorities and to facilitate problem-solving
- Adaptability: encourage and demonstrate adaptability; positively effecting change and enabling the team to successfully execute a shared vision

#### **QUALIFICATIONS**

- Preference will be given to individuals with Business Management and/or Business Administration Certification.
- Must have a minimum of 3 years experience of proven business success in building customer relationships with provided experience in a retail management or supervisory positions.
- Have a love for the products and want to share your passion with our team and our customers
- Be able to provide new ideas and enthusiasm to drive sales and lead our team to success
- Must be able to identify operational and marketing factors to ensure success
- Must have open availability to be at the store when your store needs you
- Must be the minimum legal age of nineteen (19) and ability to provide a clean CPIC/Vulnerable Sector Check
- Preference of CannaSell certificate and ability to obtain
- Must have a valid Driver's license and reliable vehicle.

**Deadline to apply:            April 2, 2021**

Interested applicants may send their resumes to:  
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