Job title: Assistant Store Manager Operations - House of Sport

**About the job**

**House of Sport** by DICK'S Sporting Goods is more than just a store. It is a destination, an experience, a place where athletes can experiment and play. A retail store devoted to sport where our community can gather and be inspired. We are fundamentally changing retail by elevating these experiences, delivering first in class service, obsessing over our athletes, inspiring our teammates, and challenging retail norms.  
  
We are committed to creating an inclusive and diverse workforce, reflecting the communities we serve. On our team, everyone plays a critical role in creating confidence and excitement by personally equipping athletes to achieve their dreams.  
  
If you are ready to obsess over the athlete and make a difference in your community, apply to join our team today!  
  
**Overview**We're looking for an Assistant Store Manager - Operations to join our team in our Pittsburgh, PA House of Sport store located in Ross Park Mall!  
  
**Job Duties And Responsibilities**

* Partners with Store Manager on long-range management of the store workforce. Oversees payroll to meet budget which includes effectively scheduling teammates based on athlete traffic and analyzing sales through reports and reacting accordingly.
* Hires and builds strong teams by partnering closely with the Store Manager to create targeted hiring strategies to actively recruit within the community and ensure the team reflect the communities that it serves.
* Leads with coaching and development when handling teammate discipline, appraisals, and performance matters and making recommendations with respect to the termination and advancement of teammates.
* Plans, organizes, and controls for 90 days out with the guidance of the Store Manager. Creates a hassle-free shopping experience by identifying opportunities in the store and validating key in-store programs and processes (e.g., BOPIS, ship-from-store, etc.)
* Directly manages team in assigned department(s) and has a dotted line responsibility for managing teammates in other areas of the store when serving as Head Coach. Ensures their department(s) meet all merchandising standards including, but not limited to: merchandise exposure, visual, pricing, signage, etc.
* Holds teammates accountable for meeting established operational guidelines, brand standards, customer service expectations and company policies.
* Ensures compliance with all company operational processes including but not limited to: firearm compliance (where applicable), cash handling procedures, and safety requirements as well as conducting Loss Prevention audits as required. Ensures teammates are practicing safety and security processes while executing Loss Prevention programs and best practices (may serve as store "Shrink Coach").
* Prioritizes training, coaching and development of oneself and others by infusing learning into day-to-day leading; focuses on accountability through motivation, hands-on coaching, regular exposure, and stretch assignments; builds development plans in partnership with teammates. Responsible for making recommendations with respect to the termination and advancement of teammates.
* Maintains a people-first culture by consistently connecting with teammates and building mutual trust and respect. Transparently communicates and finds creative ways to build a high-energy and engaging environment for all teammates.
* Creates an inclusive store environment where everyone (teammates & athletes) feels safe, welcome, and encouraged to bring their best self to work. Creates and supports opportunities for teammates to give back to their community.

**Qualifications**

* High School Diploma or Equivalent
* 1-3 years experience
* 1-3 of retail management experience (or customer-focused experience)

Based on the location of the House of Sport, you may be required to submit relevant state mandated clearances to supervise minors.