**Warehouse Trainer**

Reporting to Training Manager

Founded in 2014 in the Czech Republic, Rohlik is the European leader of e-grocery in Central Europe. Already active in the Czech Republic ([Rohlik.cz](http://rohlik.cz/)), Hungary ([Kifli.hu](http://kifli.hu/)) and Austria ([Gurkerl.at](http://gurkerl.at/)), the company will be launching in the coming months in Germany ([Knuspr.de](http://knuspr.de/)). By owning its end-to-end operations, including all technology in-house, Rohlik provides a superior customer experience and the freshest food from local farmers and artisans, as well as a broad supermarket selection.

**Team Overview**

Our team of trainers helps newcomers to understand all warehouse processes. It is important for us to make their adaptation in the workplace as smooth as possible. We teach them the ins and outs of how the warehouse works. We can answer most theoretical and practical questions newcomers might have. We take an individual approach to all our newcomers. We pay attention to their skills development and observe the potential of new and existing employees. We prepare and conduct warehouse training, create individual adaptation plans and focus on feedback. Our goal is to observe the potential of each individual employee and to constantly assist them in fulfilling that potential.

**Role Overview**

The trainer is responsible for conducting trainings, supervising and supporting new and existing employees.

They continuously ensure that the warehouse processes are followed correctly as orders are processed through the warehouse.

They communicate closely with their manager about the employees’ training progress.

They assist in the development and implementation of new warehouse processes. They also ensure smooth onboarding of newcomers and offer constant support to them.  
You will help your teams to develop the right team dynamics and create a great place to work, you will continuously push for better and faster performance and you will be a right hand to your business manager for goals setting, performance evaluation and people development.

**What we expect from you**

* to coordinate the onboarding of new warehouse employees
* to train employees from different warehouse departments (work processes/procedures)
* to collaborate on the development of training materials
* to motivate employees and providing feedback
* to assist in the development of training materials and methods
* to offer suggestions on how to optimise and improve training based on the needs of the participants
* to develop performance improvement measures for underperforming employees
* to evaluate the effectiveness of the training
* to guarantee compliance with the rules
* to be an everyday ambassador of our culture and imprint the culture into every aspect of how we build business together
* to be a “go-to” person for things big and small
* to be an advocate of learning, growing and pushing boundaries for all your teams

**What we look for**

* An open minded person who is fast, result oriented, structured, analytical, diligent and attentive to people’s needs, who likes to work with new apps and is keen on trying new technologies
* You can make quick decisions in situations where standard methods and established processes fall short in order to deliver results
* You can remain calm and deal with the large number of stimuli and situations that occur in the warehouse
* You are fair when addressing frequent interpersonal disputes or in unclear situations
* You have excellent communication skills
* Graduates with one to two years of experience in fast-paced environments are welcome, as long as they have at least a year of experience with training
* Somebody who is not afraid to roll up their sleeves and get on with any task
* A self-starter, able to work independently and deliver without a support of a large team
* Someone with passion for high level of customer orientation

**KPI’s typical for the position**

**What we offer**

* Your work will have a direct impact on the company's results
* We will implement your good ideas almost immediately – not waiting for the approval of the headquarters somewhere in the world
* You will not be bound by corporate processes
* Your work has to be innovative and meaningful, we do not want to follow trends, but set them
* Last but not least, we mainly offer a fair reward and the possibility of professional growth and education, also a great bunch of people around and a legendary corporate event