



## Retail Store Manager

### Description

Freshmart is a proudly Canadian grocery and fresh-food retailer committed to serving families across rural and urban Manitoba with fresh produce, quality meats, dairy, and everyday household essentials. Our Neepawa location is a cornerstone of the local community, dedicated to delivering an outstanding shopping experience in a clean, safe, and well-maintained store environment.

### Job Summary

Neepawa Freshmart is seeking an experienced, results-driven **Retail Store Manager** to take full operational and financial ownership of our grocery location. As the Store Manager, you will plan, direct, and evaluate the daily operations of the entire store. You will lead the supervisory team, manage profit and loss (P&L) statements, drive sales growth, manage vendor and supply chain distributions, and maintain strict brand and regulatory compliance to ensure an exceptional community shopping experience.

### Duties

#### Key Responsibilities and Duties

##### 1. Strategic Operations & Financial Management

- Plan, direct, and evaluate the daily operations of all store departments (Front-End, Grocery, Produce, Deli/Bakery).

### Closing Date

September 7, 2026

### Categories

Services

### Employer

Freshmart Neepawa

### Location

Rural

### Address

250 Hamilton Street  
Neepawa, R0J 1H0

### Job Type

Full-time

### Education Level

Bachelor

### Wage

\$39.50 - \$39.50

### Email

- Manage corporate and store-level budgets, analyze financial statements, track profit margins, and implement cost-control strategies to maximize profitability.
- Establish strategic sales goals and develop localized marketing, promotional, and merchandising campaigns to drive foot traffic.
- Monitor key performance indicators (KPIs) such as labor efficiency, shrinkage/wastage control, and sales per labor hour.

## 2. **Supply Chain & Inventory Control**

- Oversee procurement strategies and coordinate directly with Loblaw distribution networks and local vendors to secure inventory.
- Analyze local consumer trends to optimize product assortment, ensuring steady availability of *President's Choice, no name*, and fresh inventory.
- Implement strict inventory management protocols to minimize stockouts, control waste in fresh departments, and handle complex supply chain disruptions.

## 3. **Human Resources & Team Leadership**

- Direct, mentor, and evaluate the store's supervisory team, department heads, and general staff (approximately 15–30 employees).
- Authorize personnel actions including hiring top-tier talent, conducting performance evaluations, overseeing promotions, and managing progressive discipline or terminations.
- Define and implement robust staff training programs focused on customer service excellence, product knowledge, and operational efficiency.
- Co-ordinate labor allocation and authorize master employee schedules to ensure optimal floor coverage while remaining within labor budgets.

## 4. **Compliance, Safety, & Community Relations**

- Ensure absolute compliance with federal, provincial, and municipal regulations, including Manitoba labor laws, occupational health and safety standards, and food safety regulations.

- Address and professionally resolve escalated consumer complaints, ensuring the store maintains an outstanding reputation within the Neepawa community.
- Secure store assets by managing security protocols, internal audit controls, and facility maintenance.

## **Qualification**

### **Employment Requirements**

- **Education:** A university degree or college diploma in business administration, retail management, or a related discipline is highly preferred. (Extensive experience at a senior retail level may be accepted in lieu of formal education).
- **Experience:** Minimum 3 years of progressive retail management experience is required, with a strong preference for individuals with a background in high-volume grocery operations or supermarket management.
- **Financial Literacy:** Proven capability in managing store budgets, P&L statements, inventory valuation, and labor metrics.
- **Languages:** Good verbal and written communication skills in English.

**Technical Proficiency:** Advanced knowledge of retail point-of-sale (POS) systems, digital back-office accounting systems, and inventory management software.