

## **Director Merchandising, Home (Requisition ID: 152269)**

Today's Shopping Choice (TSC) is a leading interactive, multi-channel retailer, offering a vast assortment of exclusive products and top brand names to its customers. As one of Canada's most innovative and diversified retailers, TSC incorporates entertainment, inspiration, personalities and industry leaders to provide a unique shopping experience, where customers find exceptional selections in Health & Beauty, Jewellery, Home/Lifestyle, Fashion/Accessories, and Electronics.

The Director, Merchandising for the Home category will report to the Vice-President of Merchandising at Today's Shopping Choice in Mississauga. You will be responsible for leading the strategy development and vision of the Home category, delivering financial results, leading a team and vendor/brand management.

### **Responsibilities:**

- Lead the strategy development and vision of Merchandising for the Home category
- Lead, develop and execute merchandise strategies
- Promote and communicate Today's Shopping Choice merchandising vision and ensure team is executing
- Make purchasing decisions including product availability, market trends, and alignment with strategies
- Continuous review of brand portfolio to establish brand lifecycle
- Develop growth strategies for existing brands and source new brands

### **Deliver Financial Results:**

- Drive Demand sales to hit Forecast target
- Deliver Inventory targets by maximizing sales and managing RTV privileges on a timely basis
- Deliver new Launches/new SKUs
- Drive Margin through higher GM%/lower cost on all shows and through web extensions
- Proactive sell through strategies/ tactics to manage balance of current/ aged inventory

### **Management of team:**

- Perform Talent Review as well as individual team member performance reviews (mid-year and annual reviews).
- Support action plans that emerge from talent reviews
- Ensure we have the right talent in the organization to support and drive strategy and growth
- Provide ongoing coaching and development with direct reports
- Ensure we have a robust succession plan
- Work with HR partner on merchandising comp benchmarking across industry to ensure we are competitive and able to attract strong talent to support growth plans

### **Optimization:**

- Lead and drive strategy by optimizing programming through Weekly Show Execution meetings
- Integrate with Planning Group to enhance accuracy of demand plans
- Strategically expand assortment to drive off air sales

### **Vendor/Brand Management:**

- Grow Hero brands; develop Next 10 as well as Destination/Emerging brands/categories
- Manage vendor driven aspects of customer experience

### **Qualifications & Requirements:**

- Undergraduate degree.
- 7 to 10 years of retail merchandise experience with demonstrated financial acumen as Merchandising Manager
- Strong leadership, collaborative and people development skills with proven leadership ability that inspires others to strive for results.
- Experience in training, development and coaching of others
- Well-developed negotiation and vendor relationship skills
- Strategic business thinker who is results oriented
- Innovative and strong creative problem-solving skills
- Superior communication skills
- Results orientated and track record of overachieving
- Knowledge of and demonstrated ability in corporate core competencies including customer service, communication, Teamwork, initiative/self-management, accountability, flexibility and adaptability.

As part of the recruitment process, the selected candidate will be required to provide employment references and successfully complete a background check which includes credit and criminal.