



## **Associate Dealer—Canadian Tire**

### **Interested in being a business Owner with the company that's leading the evolution of retail in Canada?**

The complexity and rate at which the retail industry is transforming has increased exponentially and Canadian Tire is committed to being a Leader in this evolution. As such we are relentlessly focused on innovating at every level of our business, investing in new technologies and products, and finding the best talent to drive the company forward. It is an especially exciting time to become an Owner of a Canadian Tire retail store.

Known from coast-to-coast for the iconic red triangle, Canadian Tire is one of Canada's most shopped general merchandise retailers. Much of this success can be directly attributed to our unique business model: over 500 retail operations across the country, all owned and operated by people we call Associate Dealers.

Our Dealers are the driving force behind our brand. Their businesses hold a special place in the hearts of Canadian consumers in the communities they serve and where they live. It is this commitment to understanding the needs and services required at a local level that enables our Dealer network to become trusted Leaders in their communities.

### **You can own a Canadian Tire retail store:**

- Be your own boss; create a vision and strategy for success. Then hire and develop the best and the brightest to realize your vision and maximize the store's potential.
- Drive store performance by taking charge of the sales, operations, planning, budgeting, inventory and expenses.
- WOW your customers by delivering a world-class shopping experience both in-store and online.
- Lead and work alongside your own team to manage logistics, maintain the facilities and execute signage and merchandising programs as outlined by Canadian Tire Retail.
- Protect the integrity of the Canadian Tire brand and focus on building the business in the store's market.
- Be a Leader in the community; leading by example and supporting important local causes through financial and non-financial means.
- Be part of something bigger, unprecedented corporate and peer support to run your business; from marketing, supply chain, inventory, facilities to operations and everything in between.

### **Who you are**

Canadian Tire retail has a once in a life time opportunity for high performers who want to own their own business and who are:

- Driven to be their own boss with a strong entrepreneurial spirit.
- Visionaries, who are innovative, resilient business leaders committed to providing customers with industry-leading shopping experiences.
- Highly effective people leaders who willingly invest in developing extraordinary teams, driving sales and being pioneers.
- Creative thinkers who take the initiative and are capable of building, launching and managing processes that drive results for their customers and staff.
- Passionate and results-oriented with superior influencing skills, who build relationships to move initiatives forward and impact their community in a positive way.



## **Your skills**

- A minimum of 7- 10 years of progressive senior Leadership experience, directly managing teams with experience hiring, onboarding, training, coaching, developing and leading teams through change management.
- University degree or college diploma in Business Administration, Retail Management, Finance, Commerce and/or equivalent is preferred. Alternatively, in lieu of post-secondary education, a minimum of 7 years progressive retail experience with a proven track record of delivering results is required.
- A minimum of 5-10 years experience in an internal/external customer facing environment.
- A minimum of 3 years experience with setting and executing strategic business plans to drive profitability and growth of a business
- At least 3-5 years experience managing and/or being accountable for large operating budgets
- Experience using data (i.e. analyzing, and interpreting) to make business decisions
- Strong networking skills and the ability to foster smart partnerships to drive business forward
- Experience interacting and getting involved with local communities and the public is an asset
- Retail Operations experience is preferred
- Fully Bilingual in French and English is an asset

**Note:** Canadian Tire Associates must have held a minimum of two different roles at the Senior Management level, operating in at least two different markets reporting to at least 2 different leaders.

*Canadian Tire is an equal opportunity retailer. If you are contacted for a dealer opportunity, please advise us of any accommodations needed to ensure fair and equitable access throughout the Dealer Selection process. All accommodation information provided will be treated as confidential and used only for the purpose of providing an accessible Dealer candidate experience.*

## **Apply now?**

To learn more about the Associate Dealer opportunity and the initial investment with Canadian Tire, please visit: <http://corp.canadiantire.ca/EN/JOINOURTEAM/RETAILOWNERSHIP/Pages/TheDealerExperience.aspx>

Email us directly at, [dealers@cantire.com](mailto:dealers@cantire.com)