

PLACEMENT DRIVE NOTIFICATION

Company	Pantaloons
About the Company	<p>Voted as 'India's Most Trusted Apparel Retail Brand,' (Brand Equity Survey 2014/2015), Pantaloons, a division of ABFRL has always been one of the most loved large format fashion retailers in India.</p> <p>Post-acquisition by Aditya Birla Nuvo Limited in 2013, Pantaloons is today the fastest growing large format retailer in the country. The rate of new store openings has increased from one every two months to one every two weeks.</p> <p>The company offers a wide range of brand offerings across apparel and non-apparel categories and across varied price points.</p> <p>It operates across categories of casual wear, ethnic wear, formal wear, party wear and active wear for men, women and kids. Womenswear is the lead category contributing to half of total apparel sales. Non-apparel products include footwear, handbags, cosmetics, perfumes, fashion jewellery and watches.</p> <p>Post-acquisition by the Aditya Birla Group, significant investments were made focused on store upgradation, expansion, deeper pan-India penetration, portfolio enrichment, brand building and organisation processes to lay the foundation for its future growth. The brand is now present in 78 Indian cities / towns.</p> <p>Pantaloons began in 1997 as a Future Group company in the quest to equip the emerging Indian middle-class with an indigenous fashion retail format. Consistent with the times, the model was of a discount fashion retailer.</p>
Job Title	Department Manager
Job Description	<p>1) Job Purpose: To drive his team by being a role model in assisting customers in identifying and purchasing required goods belonging to their departments, and also to strive to develop a base of loyal customers. Manage floor operations in an efficient and professional manner to ensure quality service to the customers. Be the custodian of the highest standards of customer service, interact and assist the ADM's, FA's to ensure that the business objectives are being achieved consistently. Maintain display standards, ensure optimum levels of floor inventory and provide timely feedback to category team. Motivate & train his team to drive sales & customer delight.</p> <p>2) Job Context & Major Challenges: A Department Manager has to ensure, through his Team Members, customers could identify and purchase required goods as per their need, and also to encourage the customers to have a higher ticket size. The Department Manager has to manage the relationship with various other support functions like Visual Merchandising, Front end Category, Warehouse, Operations, Human Resource etc., to ensure that the overall business of his department is aligned with the business objectives of the store /company.</p> <p>Key Challenges:</p> <ol style="list-style-type: none"> 1. The major challenges of the jobholder are: 2. Responsibility of the FA's, guiding them in a manner so that pre-set target sales are met. 3. Preventing attrition of FA's due to foreign brands entry into the market reason being, high pay-packages 4. Consistency of the achievement of business targets throughout the year. 5. Footfall high in certain stores but sales not up to those standards due to recreation shopping 6. Proper knowledge regarding Inventories details of stock & products. 7. Limited stock present in the warehouse, and its immediate requirement in many stores 8. Non availability of fast moving items on the floor. 9. Keeping staffs motivated to drive business targets.

	<p>3) Key Result Areas:</p> <p>Customer service quality</p> <ul style="list-style-type: none"> • Establish rapport with potential and actual customers. • Ensure clean and safe environment for the customer. • Ensures capture of customer feedback by the usage of feedback forms. • Ensure that customers become repeat customers once they enter. <p>People Management</p> <ul style="list-style-type: none"> • Schedule the shifts of the staff, and ensure the punctuality of the staff • Motivate the staff during the morning briefing about the sales targets • Regular training on fabrics, styles and fashion to the store staff • Planning, monitoring and Appraisal of the staff on the monthly basis • Take the initiative at the store level to improve the employee engagement <p>Visual Merchandising</p> <ul style="list-style-type: none"> • Implementation of the plan along with the VM implementer • VM changes at the suitable times in the store • Ensures the display of all physical branding elements on the shop floor • Ensure the lighting, display is proper and is as per VM manuals <p>SOPs</p> <ul style="list-style-type: none"> • Ensures that store opening standards are followed properly • Responsible for personnel planning, work hours, store / team holiday plan • Inventory management and planning for each product category • Ensure effective display and quicker refill without spoiling the garments • Ensure that the housekeeping staff follows the checklist properly • Control mechanical maintenance of lights, air-system, electrical equipment • Reports property damage, request needed repairs within company time frames • Conducts monthly meetings and prepares documents as per the manual • Ensure proper installation of displays properly <p>Cost and Cash Management</p> <ul style="list-style-type: none"> • Schedule the expenditures for the month(petty cash management) • Follow the preventive maintenance schedule to reduce the costs • Maintain the safety, energy consumption, and expenses reports • Containing costs incurred on the services provided by the vendors • Control cash deposits and submission of credit slips on a daily basis • Maintain records pertaining to customer discounts, schemes <p>Achievement of sales targets</p> <ul style="list-style-type: none"> • Co-ordinate with the Zonal team about the monthly targets • Explain the sales targets to the staff about the morning briefing • Contribute to the team efforts for accomplishing desired results • Below the line activities – store promotion initiatives <p>Shrinkage control</p> <ul style="list-style-type: none"> • Ensure the count as scheduled in the SOP manual • Ensure that nobody from the staff indulges in pilferage and other activities • Co-ordinate with security guard & staff to keep a watchful eye on customers <p>Warehouse Management</p> <ul style="list-style-type: none"> • Inventory control as per the standards • Proactive in taking care of the availability of the stock at the store
Job Location	West Bengal, Bihar, Jharkhand, North-East, Orissa
Eligible Degrees	MBA
Eligibility Criteria	Should be open to relocate anywhere in East India
Desired Skills	NA

Compensation (CTC)	Rs. 4.6 LPA
Selection Process	Will be intimated later
Date of Interview	Will be intimated later
Venue	Will be intimated later