



Leader. Motivator.

Warrior

SEARS
HOLDINGS

You learned valuable skills during your time in the armed forces. Skills like teamwork, persistence and focus. Now it's time to put those skills to use with a new team. The next chapter of your story begins here.

Company Overview

Sears Holdings offers men and women with military experience some of the most challenging and dynamic career opportunities in the country. With roots dating back more than 100 years, we've grown through the efforts of talented individuals like you to become the fifth-largest broadline retailer in the U.S.

Our brands are big, and your opportunities are even bigger. Sears Holdings counts the trusted names of Sears and Kmart as our primary store banners, and we manage a stable of well-known and successful labels including Lands' End, Jaclyn Smith and Joe Boxer. Our proprietary brands – Kenmore, Craftsman and DieHard – have become synonymous with quality. With such diverse product offerings and target markets, you'll have the opportunity to contribute immediately and make a difference.

Sears Holdings has been recognized by several organizations as being among the best places to work. Here is a sampling of some of those honors:

- One of the most military-friendly employers by *G.I. Jobs Magazine*
- Top-10 military spouse-friendly employer by *Military Spouse Magazine*
- One of the best places to launch a career by *Business Week*

Go ahead and push beyond your comfort zone. It's OK – you have the skills and we have the opportunities to make good things happen.

We invite you to experience Big Brands. Bigger Opportunities.™ with us.

General Summary

Manage associates and department functions within a distribution center.

Scope of Responsibility

Oversee departmental functions within a distribution center staffed by 100 to 700 associates.

Responsibilities

- Establish and monitor the daily schedule and priorities. Ensure the appropriate use of resources to control costs.
- Monitor established procedures to ensure accuracy of inventory.
- Determine and implement departmental procedures, and monitor their efficiency and cost-effectiveness. Recommend changes, additions or deletions as necessary.
- Manage the hiring, orientation, evaluation and recommendation of pay increases for associates. Carry out disciplinary actions or recommend terminations as appropriate.
- Establish sound process improvement initiatives that drive year-over-year results.
- Develop relationships with department managers to ensure needs are met in priority order.
- Supervise and be held accountable for the daily activities of staff. Allocate work, monitor productivity and procure resources to facilitate team performance.
- Ensure accuracy, housekeeping, safety and the minimization of merchandise damage through the enforcement of company requirements.
- Provide appropriate information and anticipate needs of associates in accordance with company quality and communication time schedule requirements.
- Determine staffing needs for optimum department operations.
- Communicate with operations managers and other DC managers to maintain a high level of department efficiency.
- Ability to physically access all areas of the working environment to observe operations and associates, assess needs and provide instruction.

For more information on opportunities at Sears Holdings, go to:
searsholdings.com/careers

