

Bidyadanga Aboriginal Community La Grange Inc

We are looking for two experienced Store Managers (ideally a couple) to work together and take on a key leadership role in our thriving remote community store. As there is only one house provided for the managers, we require candidates who already know each other.

Why move to Bidyadanga?

Bidyadanga is the largest remote Aboriginal community in Western Australia with a population of approximately 750 residents. If you love camping, fishing, and a true work-life balance, Bidyadanga is the perfect place for you. Just a 2-hour drive from the iconic Broome, this vibrant community is surrounded by stunning country and offers a peaceful lifestyle with a strong connection to nature. Whether you're seeking to unwind in the great outdoors or exploring new fishing spots, Bidyadanga offers something special. With a fantastic school, a close-knit, welcoming community, and an opportunity to learn from the rich cultural heritage of the local people, it's an incredible place to grow both personally and professionally. Join us in a place that values connection, culture, and the beauty of life in the Kimberley.

About the role

The store managers will oversee daily operations at the Bidyadanga store, ensuring it runs smoothly and effectively. This is a full-time role (38 hours over 5 days per week), requiring strong leadership and organisational skills. As store managers, you will be responsible for motivating the team, developing business strategies, and upholding the operational and organisational standards of the store.

The right candidates will have at least 10 years experience in retail and 5 years experience as a Store Manager.

Benefits on offer

- A generous salary of \$90,000 per person plus superannuation.
- 5 Weeks annual leave
- Suitable accommodation in a furnished house will be provided for \$50 per week, per person.
- On completion of the probationary period of 3 months, relocation expenses will be reimbursed, and the employee will receive a travel and utility allowance.
- Salary packaging available.

Key Responsibilities

- Manage and coordinate the day-to-day operational activities associated with the Bidyadanga Store.
- Lead a team with passion to drive engagement and high performance.
- Provide coaching and training for staff.
- Manage inventory to identify which and how much stock to order at what time.
- Manage and measure gross profit margins on an extensive range of product lines.
- Provide strategic recommendations to achieve sales and profit objectives.
- Build strong relationships with suppliers, and use negotiating skills to ensure Bidyadanga store gets the best possible value for money and quality from its suppliers.
- Organise regular staff meetings and encourage staff to contribute to discussions.
- Liaise and consult with the Chief Executive Officer on a regular basis and/or other external organisations, suppliers and stakeholders.
- Overseeing and coordinating building maintenance and other physical resources for the store.
- Managing store accounts
- Invoicing and operating expenses
- Provide advice and support to the Chief Executive Officer and other stakeholders on issues relating to the Bidyadanga Store. This may involve specific projects or programs and active participation in the development and implementation of strategies that improve services to the Community.
- Create rosters, approve time sheets and leave requests.
- Review and update store policies and procedures regularly and make recommendations on methods and practices that will improve operational processes.
- Ensure that all Automated Teller Machines (ATM's) are operational during store trading hours and that all transaction reconciliations are completed in accordance with normal operation procedures.
- HR duties including performance management reviews and delivery of constructive criticism.
- Maintain outstanding visual merchandising standards and a welcoming store atmosphere
- Set a strong, professional example for mid-level managers to follow.

Essential Skills

- Proven experience of at least 5 years managing a store.
- Proven experience of at least 10 years in the retail sector

- Experience with various Point of Sale software.
- Experience in back-office procedures
- Extensive experience with MS Office.
- Full knowledge and experience of the Code of Practice in remote stores.
- Powerful leadership skills with the ability to be confident in important decision-making.
- Strong written and verbal communication skills.
- Excellent problem-solving capabilities with the ability to work well under pressure.
- Strong motivational leadership skills.
- Knowledge and understanding of Workplace Health and Safety principles and practices.
- Ability to live and work in a remote location.
- Be culturally respectful.
- Valid Australian driver's license
- Candidates must be willing to obtain a National Police Clearance.

Desirable Skills

- Strong industry relationships
- Understanding of Indigenous culture and customs.
- Forklift license.