



MISSION THRIFT STORE – RED DEER (ALBERTA) STORE MANAGER

JOB POSTING

BFM Foundation Canada is a national Christian organization with over 50 Mission Thrift Stores across the country. The net revenue from all Mission Thrift Stores is devoted to the Joint Ministry of BFM Foundation Canada and Bible League Canada (BLC). These funds are used to establish adult and children's literacy programs, church planter training, and distribute Bibles in many places around the world. The stores are operated primarily by dedicated volunteers.

WHY WORK HERE

You have a passion for thrift. You are motivated, and looking for a role with a purpose, and have a desire to make a difference in your local community. You want to serve through retail and recycling. You want to further your career in retail. You like to have fun at work.

PURPOSE OF THE POSITION

The Store Manager is responsible for the overall operation of Mission Thrift Store – Red Deer (Alberta), including the leadership of staff and volunteers, operational performance, financial stewardship, and community engagement. As a committed Christian, he/she is expected to reflect Christ in both behavior and relationships within the store. Success in this position requires strong leadership skills, including the ability to motivate staff and volunteers, delegate tasks effectively, manage finances, and demonstrate sound knowledge of inventory control, pricing, and marketing. Building and maintaining positive relationships with community organizations and partner charities is also a key aspect of this role.

The Store Manager will be working closely with the Board of Directors and Regional Manager to oversee the store's success, implement new programs/systems, establish a solid volunteer base, and ensure a safe, organized, and customer-focused retail environment. The Store Manager will also be responsible for developing an annual operational plan with sales goals; monitoring monthly progress; overseeing receiving, sorting, pricing, floor layout, merchandising, and recycling; ensuring compliance with Occupational Health & Safety (OH&S) regulations; initiating and coordinating store promotions, marketing campaigns, and community events; and overseeing the Voucher program.

HOW YOU WILL CONTRIBUTE

- Lead staff and volunteers to execute the store's mission and vision through effectively aligned and communicated strategies/activities.
- Build a positive, motivational, efficient, and safe working environment for staff, volunteers, and customers.
- Develop and monitor control systems for budgets, cash flows, and inventory.
- Develop standards of donations, inventory control, sales, and marketing.
- Ensure that the floor space is maximized for the most effective use to display/sell inventory.
- Ensure effective staff and volunteer recruitment, training, and scheduling.

- Ensure that donated goods meet the requirements for re-sale.
- Recruit and hire all staff for approved positions.
- Annually conduct performance reviews for all staff and ensure each is compensated as per policy.
- Prepare monthly reports for the Board of Directors and attend their meetings.
- Develop and control budgets for marketing, advertising, and promotion, as well as assist in developing the annual store budget.
- Maintain accurate and confidential records for employees and volunteers in line with BFM policies, as well as store records for statistical, legal, and operational purposes.
- Schedule staff and volunteers effectively to ensure adequate coverage.
- Ensure reviews are conducted for volunteers at 3 months, 6 months, and annually thereafter.
- Manage contracts, building and vehicle maintenance, and inspections.
- Ensure all store technology, including POS systems and computers, are maintained and backed up.
- Ensure or lead daily prayers/devotions with volunteers and staff.

QUALIFICATIONS

- Diploma in Business Administration or equivalent.
- 2+ years of experience in managing retail business and associated staff/volunteers.
- 5+ years of experience in retail, with knowledge of barcoding and price tagging, cash register operation, and Point-of-Sale systems.
- Strong understanding of retail principles as they relate to sales, leadership, and management within non-profit/voluntary organizations.
- Understanding of all federal and provincial legislation applicable to voluntary sector organizations, including employment standards, human rights, occupational health and safety, charities, etc.
- Excellent team leadership, collaboration/teamwork, and interpersonal skills, with proven experience in effective people management.
- Knowledge of and experience in Human Resources management.
- Proficient in computer functions (i.e. Microsoft Office, SharePoint) to manage communications and develop spreadsheets, documents, and word processing.
- Effective written, verbal, and listening communication skills.
- Effective time management.
- Ability to lift, carry, push, and pull items up to 25 lbs., and work on your feet for extended periods.

REQUIRED COMMITMENT

- Follower of Jesus Christ who wholeheartedly subscribes to the Mission Thrift Store Statement of Faith and Purpose.
- In fulfilling your responsibilities, you will be required to pray with people who work or volunteer at Mission Thrift Stores. This may include, but is not limited to, opening in prayer at Mission Thrift Store Board and/or Staff Meetings, Mission Thrift Store events, and the BFM Foundation (Canada) Annual Conference.
- A love for Bible-based ministry in Canada and around the world.
- Cultural, economic, and environmental sensitivity.

SALARY EXPECTATIONS

Starting salary will range from \$65,000 to \$71,000 annually, with a Health Spending Account.

APPLY TODAY!

We look forward to hearing from you! **Please submit your cover letter and resume by September 2nd, 2025, to red_deer_chair@missionthriftstore.com.** We are sincerely grateful for all applications submitted for this opportunity. We will contact you if you are selected for the next stage in the application process.

Mission Thrift Store welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in the interview process.