



Sales Manager 銷售經理

WHY WE WILL LOVE YOU

You are...

- Experienced in working in a customer-oriented (service or retail) industry
- Experienced in leading and managing a team preferably gained in customer-oriented service or retail environment
- Having a proven record of consistently meeting agreed budgets and goals, and working on plans over a number of years
- Experienced in working in a fast-paced environment
- With a Business-mind and are result-driven with a customer-focused mindset
- Experienced in setting and implementing action plans, budgets and following up goals
- Familiar with the profit and loss and how to affect its result through departmental actions
- Experienced in taking commercial decisions based on local market information
- Able to engage a receiver by creating a passion for your plans
- Able to confront and manage poor performance
- With a proven ability to understand cause and effect of decisions
- Able to communicate in English

WHAT YOU WILL BE DOING DAY TO DAY

- Secure a consistent, seamless positive customer experience through all channels
- Ensure your store leaders to operate their shops successfully and ensure co-workers are ready and available to provide home furnishing ideas for the customer
- Ensure your store leaders understand the multichannel retail environment they are working in and know how to use this in the best and most commercial way for different customers
- Deliver and lead the commercial action plan for your store and to ensure the department supports the achievement of the agreed goals for the country, maximize sales and generates sustained long-term profitability
- Secure successful implementation of country priorities and the sharing and implementing of good solutions
- Analyze the qualitative performance of your store to improve the IKEA mechanical sales system, optimize logistic productivity and easy buying process through all channels
- Know your local market potential and work with your team and other departments to ensure the store is locally relevant throughout the different sales channels
- Follow up your financial goals, KPIs and costs, and take action on deviations



- Motivate and develop co-worker by agreeing clear goals, expectations and conduct follow-ups
- Secure competent and high-performing teams and leaders who inspire and empower every co-worker to recognize and understand their contribution
- Identify and develop the co-workers within the department to secure succession planning
- Understand the IKEA social and environmental commitments and know how you can contribute to sustainability

TOGETHER AS A TEAM

- To achieve an enjoyable, convenient and successful shopping and buying experience that leads to increased sales and sustained long-term profitability

WHY YOU WILL LOVE US

From the deep forests in Sweden, we have spread our culture and values around the world. At the heart of our offer are our beautiful home-furnishing products and solutions, made with care for our planet, reaching millions of customers. At the heart of our business, are our wonderful co-workers representing diversity in all dimensions and passionate for life at home. We all contribute with our uniqueness and we want to grow and develop together. Our vision, "to create a better everyday life for the many people" inspires and guides us in everything we do. This is IKEA.

WHAT WE ALL HAVE IN COMMON

- Living our values
- Being your unique self, while respecting and including others
- A passion for home furnishing
- Performing & delivering while learning & developing
- Having fun!