



E.B. Horsman & Son

The Electrical Distributor of Choice!

We are looking to hire our next Branch Manager for our Victoria, B.C location

Company

E.B. Horsman & Son (EBH) has been in business since 1900. We are strong, nimble and growing! EBH is proud to be a successful Western Canadian electrical distributor with 20+ locations throughout BC, Alberta, and Saskatchewan, and we are consistently recognized as one of Canada's Best Managed companies. We take pride in attracting and retaining excellent people with our strong culture, engaging work, growth opportunities and competitive rewards package. Are you ready to join the EBH Team?

What EBH has to offer:

- Full benefits package (Health, Dental & RRSP Matching Program) with a competitive compensation.
- One on one training program where development is an important part of our culture.
- Safe, healthy and fun working environment with onsite and community events.
- At EBH we are proud to offer high team collaboration with profit sharing and your birthday off.

About the role:

EBH Branch Managers are entrepreneurial, exhibit excellent leadership skills, and are strong communicators. Core values of Collaboration, Teamwork and Initiative are vital to the success of this role. You will lead, mentor, and oversee all branch activities including branch staffing and delegating duties as necessary to accomplish organizational strategic goals. You will work closely with other corporate, district and technical managers to ensure the efficiency and effectiveness of all branch operations.

What EBH is looking for:

- **Operational excellence.** Oversee branch operations and involved in strategic branch planning, managing people, selling, leveraging technology and are often creating or improving processes to achieve business objectives.
- **Driving Sales.** Responsible for an active account base, with responsibility for customer acquisition and retention in the Victoria territory. You will have a passion and drive to accelerate Branch sales growth and gross profit. In addition, possess a strong networking ability in developing and maintaining a strong rapport with our existing and new customer base.
- **Leadership.** You will be the driving force in mentoring and empowering your team in conjunction with EBH core values. This will include working with the branch teams in hiring, performance management, goal setting and succession planning.
- **Collaborator.** Work closely with Corporate Managers, Sales Directors, Customer Service Manager, branch staff and HR to develop strategies to maintain or increase customer satisfaction and loyalty. Assist with sales calls or other business-building presentations as necessary. Makes timely decisions or recommendations to resolve escalated customer issues.
- **Strategic planner.** Ability to analyze data to meet branch Key Performance Indicators such as gross profit & sales margins. Prepare or oversee branch reports such as yearly budgeting or other operational reports as required.



Platinum member

Thank you for supporting a Western Canadian Independently Owned business established in 1900.

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- **Proudly representing our culture.** EB Horsman & Son has a longstanding history of “Helping Communities Thrive” and you will play an integral role in this giving back culture. You will be a cultural ambassador to driving our corporate strategic initiatives forward.

Who you are:

- Bachelor’s Degree in a relevant field and/or equivalent combination of education and experience will be considered
- 10+ years of experience in the electrical industry and/or similar industry
- 5+ years of progressive management experience
- Proven ability to form strategic partnerships, build relationships and respect cultural diversity
- You must have worked in a previous Outside Sales role
- Valid driver’s license and drive your own vehicle, as travel will be required

How to Apply:

If you believe your skill set matches the **Branch Manager** position and you are an enthusiastic, innovative, passionate and energetic individual we would like to hear from you. EBH provides a challenging work environment with growth opportunities. Please visit our <http://ebhorsman.com/careers> or click on Apply to submit your resume and cover letter for consideration.

We thank all interested applicants. However, we are only able to work with those who live in Canada and have permanent working status. Please note that only those chosen for an interview will be contacted.



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