



# E.B. Horsman & Son

*The Electrical Distributor of Choice!*

## About our team:

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 Alberta, B.C. & Saskatchewan, and consistently recognized as one of Canada's Best Managed companies. We take pride in living our core values and carrying our mission statement of "Providing the Best People, Best Solutions, and the Best Service in the Electrical Industry."

## Why Join the EBH Team?

**The People & Culture.** You will be surrounded by the best talent in the industry and high team collaboration with people you can be proud to work alongside.

**The Perks.** We offer a complete benefits package with a competitive compensation plan, profit sharing, Employee Share Ownership Program (ESOP), and your birthday off.

**Continuous Development.** You will have access to our EBH University for personal & professional development. Training & development is an essential part of our culture. Increasing our knowledge not only builds confidence but empowers growth through learning.

## Work Location

In the Vancouver Island District (Victoria, Duncan, Parksville, Campbell River, or Courtenay).

Are you ready to join the EBH Leadership Team?

As the **District Manager, Vancouver Island**, you will be an entrepreneurial spirited individual who exhibits strong leadership, business acumen and strategic skills. Core Values of Teamwork, Collaboration, Initiative, Respect, Integrity and Continuous Improvement are vital to this role. The District Manager works closely with the Branch leadership teams to ensure the efficiency and effectiveness in all branch sales and operations including but not limited to team engagement and development, branch sales, gross profit, expenses and profit before tax budgets. You will lead, mentor, and oversee all branch activities including branch staffing and delegating duties as necessary to accomplish organizational and territory strategic goals. The leader that takes on this opportunity is responsible for managing the Island District, which includes the territory of Victoria, Duncan, Parksville, Campbell River, and Courtenay.

## What are the Key Accountabilities:

- **Leadership:** You are a natural born leader. You lead by providing operational excellence. You possess the leadership competency to lead, coach and develop a team with personal qualities of resourcefulness, flexibility and integrity. You will be the driving force in mentoring and empowering your team that will lean



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on you for your knowledge, expertise and leadership. This will include working with the branch teams with talent acquisition and development, goal setting and succession planning.

- **Strategic Planning:** Oversee Island branch operations and activities and involved in strategic branch/regional planning, managing people, selling, leveraging technology and creating or improving processes to achieve strategic company objectives and initiatives. Develop, lead and measure all revenue programs through integrated sales and marketing initiatives. Prepares or oversees the preparation of branch reports such as yearly budgeting or other information gathering as required.
- **Collaboration:** You will work closely with the Corporate leadership team, branch leadership, sales team and suppliers to develop and support local branch and territory sales plans to strategically target new and existing customers to hit targets and maximize profit margins. Assist with sales calls or other business-building presentations as necessary. Makes timely decisions or recommendations to resolve escalated customer issues.
- **Sales Growth & Customer Service:** You have an innate ability to identify market opportunities, develop a new customer base and improve customer relations where opportunities exist. Create and maintain a positive relationship with customers and ensures they have a good experience with EBH.
- **Cultural Ambassador:** You are proudly representing our culture. EB Horsman & Son has a longstanding history of "Helping Communities Thrive since 1900" and you will play an integral role in the giving back culture. You will be a cultural ambassador to driving our corporate strategic giving back initiatives.
- **Diversity, Equity & Inclusion:** Proven ability to form strategic partnerships, build relationships and respect inclusive and cultural diversity.

## Who you are:

- Highly driven and disciplined with a strong work ethic, with a strategic and business acumen.
- Approachable demeanour and a positive "customer first" attitude
- A mentor, a coach with the ability to motivate a team
- Self-managed and highly motivated to drive sales growth, with flexible demeanour, yet disciplined approach for process compliance
- Passion for operational excellence and continuous learning

## You bring the following skills/qualifications:

- Post-secondary education in a relevant field or equivalent combination of education and experience
- 5-7 years of experience in a similar leadership role, along with 3+ years of relevant sales experience
- 5+ years of experience in the electrical industry
- Proven ability to form strategic partnerships, build relationships and respect cultural diversity
- Ability to be inclusive, collaborative and respectful
- High level of comfort with computer skills, specifically proficient in MS Office suite products, 365, excel and the ability and willingness to learn new software
- Travel is required



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## Our Core Values: Celebrating the Past, Empowering the Future

Teamwork & Collaboration | Integrity | Commitment | Reliability | Initiative | Continuous Improvement

## Take Your Next Step With EBH

If you believe your skillset matches the above description and are an enthusiastic, innovative, passionate and energetic individual we would like to hear from you. Please visit our website to apply for this posting [www.ebhorsman.com/careers](http://www.ebhorsman.com/careers) or click "Apply" on this posting.

## Our Commitment to Inclusion & Diversity

E.B Horsman & Son is a proud equal opportunities employer and we are committed to creating a respectful, inclusive and barrier-free workplace that allows all of our people to reach their full potential. A diverse workforce is a key to our success and we believe in bringing your whole self to work. We welcome all qualified candidates to apply and hope you will choose E.B. Horsman & Son as your employer of choice.

*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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