

## Who We Are

EMCO Corporation is one of Canada's largest wholesale distributors of products for the construction industry. EMCO specializes in the distribution of plumbing, HVAC-R, waterworks, and industrial products. Our Profit Centres are the key to how we do business. Profit Centres are ultimately the heart of our business and are managed by ambitious leaders that build talented teammates who strive to develop strong partnerships with our customers, suppliers and communities.

With over 250 Profit Centres across the country, there is ample opportunity for you to grow with us throughout your career. We work as a team, share core values, and support growth and development. Our business is growing, and we are looking for talented people to join our team as a Management Trainee.

## Job Description

In this role, you will spend 3.5 years learning exactly how our business operates – from shipping and receiving, counter sales, to operations management. Then, you will get to know our customers by growing a sales territory of your own. You will be out in the field engaging with customers to provide world class customer service. You will have the opportunity to be innovative and try new things as you work to build brand awareness and your clientele base.

Management Trainees are required to relocate at least twice within a region or across Canada, to give them exposure to different management styles and to grow their network of contacts and resources.

## What Will You Do?

The best way to learn is to be hands-on within the business. This will help you to understand the many products, services, and people that make our company great!

**Phase 1: Warehouse Logistics (6 months)** – Learn the products we sell and how they get from the vendor to the customer.

**Phase 2: Operations (6 months)** – Get involved in our customer service, counter sales, order management, inventory and pricing controls, credit management, financial statements, and more.

**Phase 3: Inside Sales (9 months)** – Go from helping customers with various customer service issues to managing large-scale projects. Learn how to read blueprint drawings and be able to do a take-off from them in order to create a list/quote of materials the customer will require to complete a project.

**Phase 4: Outside Sales/Account Management (18 months)** – Learn how to find new business opportunities, sell our products, negotiate contracts, and build customer and vendor relationships.

**Phase 5: Profit Centre Supervisor (3 to 6 months)** – It is now your turn to provide a strategic vision, lead a team of your own, mentor others, and run the business.

Once you have completed the phases of training, you will be ready to take on the challenge of being a Profit Centre Manager at one of our EMCO locations.

## **Job Requirements**

- University degree
- Positive attitude and results-oriented mindset
- Excellent interpersonal and communication skills
- Leadership and teamwork skills
- Strong interest in sales
- Entrepreneurial spirit
- Valid driver's licence
- Willingness to relocate

## **What We Offer**

- A world-class Management Development Program
- Great mentors and on-the-job training
- Growth potential with competitive salary, benefits, and profit sharing
- A collaborative team environment where continuous learning and improvements to the business are encouraged
- Work-life balance
- Discounted gym memberships, cell phone plans and many more employee perks!

## **How to Apply**

If this opportunity excites you and you're up for the challenge, please apply with your cover letter and resume at [www.emcocareers.com](http://www.emcocareers.com).

EMCO Corporation is an equal opportunity employer and committed to maintaining a barrier free workplace where all employees can contribute to their fullest potential. We welcome applications from women and men including members of visible minorities, aboriginal peoples and persons with disabilities.