

Management Development Program

With over 115 years of experience, EMCO Corporation is a leading national wholesale distributor of plumbing, HVAC, waterworks, and industrial products to the construction industry. We provide quality and cutting-edge products that help support residential, commercial and infrastructure initiatives across Canada.

At EMCO Corporation, we are committed to providing sustainable solutions to our customers and communities in which we live and serve. Our talented and passionate team members are the key to our success. We empower our team members to act like owners and make a difference within our business through striving for innovation and providing excellence in customer service.

We are currently seeking new or recent graduates to join our **Management Development Program**. This is a full-time, salaried position with a comprehensive benefits package and the opportunity to earn profit sharing.

Please note that successful candidates to this position may be required to relocate within Canada to complete their training. Relocation assistance will be provided. We have opportunities available across the country!

The Role:

As a Management Trainee, you will progress through a 5 phased program to learn every aspect of how our business operates – from shipping and receiving, counter sales, operations management to employee development and more. You will get to know our customers by growing a sales territory of your own and providing world class customer service. You will receive guidance, mentoring, and support from current managers and teammates within a region and across Canada to build a successful management career at EMCO.

Program Outline:

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

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

Phase 3: Inside Sales – 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 – Learn how to find new business opportunities, sell our products, negotiate contracts, and build customer and vendor relationships.

Phase 5: Supervisor – 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 manager at one of our Ontario plumbing locations.

To learn more about the position, please visit: <https://careers.emco.ca/management-development-program/>

What We Are Looking for From You:

- University degree or college diploma – all disciplines of study will be considered
- Positive attitude and results oriented mindset
- Desire to continuously learn and grow
- Excellent leadership, customer service and organizational skills
- Possess a strong work ethic and a high standard of integrity
- Ability to work well independently and in a team setting
- Excellent communication skills with the ability to build and maintain strong working relationships with customers, vendors, and teammates
- Proficient in Microsoft Office software
- Strong interest in sales
- Valid driver's license

Why Join Our Team?

Here at EMCO, we offer a fun, fast-paced, and dynamic workplace. We work as a team, share core values, and support each other's growth and development. As our teammate, you will have the opportunity to continually develop your skills through ongoing training, have the opportunity to be innovative and try new things, and work alongside passionate colleagues with diverse backgrounds and experiences. We are a team of enthusiastic individuals who are dedicated to meeting and exceeding the needs of the customers we serve.

With over 275 locations across Canada, we have endless opportunities for you to grow and develop in your career and a culture that prides itself in supporting you every step of the way!

We will offer you:

- Great mentors and on-the-job training
- Growth potential with competitive salary, benefits, and profit sharing
- A career with a solid, stable company with strong core values
- Participation in our Defined Contribution Pension Plan
- Work-life balance and flex time

- Employee discount
- The ability to take part in fun team building events

Next Steps:

Interested in a career with EMCO Corporation? We'd love to hear from you!

Please submit your cover letter and resume by email to: careers@emco.ca

EMCO is an equal opportunity employer and is committed to maintaining a discrimination, harassment, and barrier free workplace where all employees can contribute to their fullest potential. EMCO is committed to diversity, equity, and inclusion in our workplaces. All employment decisions are based on business needs, job requirements and individual qualifications, without regard to race, colour, creed, place of origin, sex, sexual orientation, gender, gender identity, gender expression, religion, family or parental status, or any other characteristic protected by the law. We welcome applications from all minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, neurodiversity, and others who may contribute to the further diversification of ideas.