

THE truffles GROUP

VANCOUVER ISLAND'S PREMIER HOSPITALITY EXPERIENCE

Want to be an integral part in a fun, fast-paced, dynamic company with a great culture and incredible benefits & perks? Join us!

Signing bonus available!

The Opportunity: Regional Manager, Flight Cannabis

Job Purpose: Reporting to the Chief Operating Officer, the Regional Manager for Flight Cannabis Co. has the overall responsibility and accountability to ensure the smooth, effective, efficient Operations of our Flight Cannabis Co. locations. The Regional Manager, Flight Cannabis provides regional level management, support, and leadership to all Flight Cannabis Co locations including reporting pertaining to market, product, and inventory analysis. This is a hands-on environment leading an emerging brand in an ever-evolving Cannabis landscape to become Vancouver Island's Premier Cannabis Retailer while working closely with the management team to champion the great working environment & culture that has been created by Flight Cannabis Co and The Truffles Group. The Regional Manager will provide a culture of knowledge, engagement, and trust for our team and guests. The Regional Manager, Flight Cannabis will ensure all policies and procedures are being followed, coach for an elevated guest and team experience, research and develop new procedures to drive efficiency, and ensure operational consistencies between all Flight Cannabis locations.

Position Details: Permanent, Full-Time. Working hours will generally occur from Monday to Friday, 40 hours per week. The hours of work may vary and may be irregular and will be those hours necessary to meet the requirements of the job

What Makes Us a Great Employer? Here are some of the benefits and perks you can look forward to by joining our Team:

- Competitive salary, variable bonus based on KPI's, and anniversary bonuses
- Flexible schedule
- RRSP matching and employer paid extended health and dental plan and annual health and wellness reimbursement
- Education and tuition reimbursement and in-house training and certifications
- Product and staff discounts to all our brands
- A socially responsible and inclusive culture with paid volunteer days and charitable donation matching
- LEED Gold-certified waterfront offices with rooftop deck, secure bike storage, shower facilities, and modern kitchen stocked with snacks and refreshments (a new employee shared they love the AMAZING coffee!)
- FUN working environment – theme days, annual parties, and lunchtime walks along the water!



THE truffles GROUP

VANCOUVER ISLAND'S PREMIER HOSPITALITY EXPERIENCE

Key Responsibilities:

- Assisting in the development, execution and review of the company's strategic plan.
- Participating in financial reviews, supporting budget analysis, and consistently seeking opportunities to minimize costs and maximize profit.
- Working with store managers to order product and maintain inventory systems in compliance with municipal, provincial, and federal regulations.
- Leading sales and marketing initiatives, provide ongoing review and development of marketing tactics.
- Ensuring company processes and procedures meet all municipal, provincial, and federal government regulations and that the business is in an "always ready" audit state.
- Providing leadership support including ongoing training and development, and timely performance evaluations.
- Assisting in the recruitment of salaried team members and hourly team members.
- Providing scheduled relief to support store manager's vacation and time off requests.
- Managing the content creation and administration of Moodle based e-learning system and other learning initiatives.
- Training store manager and team members in using Moodle based e-learning system and other learning initiatives.
- Developing, reviewing, and implementing policies and procedures that are in line with Government Regulations, Head Office polices and initiatives.
- Participating, developing, and maintaining a culture in line with company strategies and initiatives.
- Supporting, maintaining, reviewing, and developing brand standards, awareness, and customer loyalty.
- Providing facilities and buildings support in the maintaining of retail and back spaces.
- Providing support and direction to store managers and team members on use of the point-of-sale system.
- Supporting, maintaining, and providing quality assurance of E-Commerce platform.
- Additional tasks / responsibilities as required.

General:

- Remaining aware of new operational and leadership processes, government regulations, participating in educational opportunities; reading professional publications and maintaining strong community and business relations.



THE truffles GROUP

VANCOUVER ISLAND'S PREMIER HOSPITALITY EXPERIENCE

Required Education, Skills, and Qualifications:

This position requires a solid combination of business management with industry related sales and revenue experience, strong communication and leadership skills.

- 5+ years in retail management (sales, customer service and growth) experience, and professional cannabis industry experience is considered an asset.
- Bachelor's Degree or relevant combined experience
- Strong business acumen and the ability to understand trends and perform market analysis.
- While not a requirement, knowledge of cannabis products, methods of consumption, and other industry specific information is beneficial.
- Merchandising experience and the ability to think outside of the box for marketing and creating promotions.
- Experience leading and developing teams including coaching, building team morale, and performance management.
- Ability to analyze available information and make decisions relating to budget, financial reports, inventory, and product procurement.
- Schedule flexibility to work nights, holidays, and weekends as required.
- 2 + years of experience with business related software; Office 365, Microsoft Excel, Word, Outlook, and Retail Point of Sale systems.
- Driver's Abstract and own transportation, weekly travel is required.
- Selling It Right is required.
- Self-motivated, able to work independently in a fast-paced work environment.
- Exceptional attention to detail, well-organized and reliable and able to manage multiple priorities and handle a wide array of guests, team members and store manager needs.
- Driven to provide excellent customer service while elevating guest and team experiences.
- Highly motivated and results driven with a proven track record in sales.
- An aspirational attitude with a fun and positive personality while still being professional and eager to succeed.
- Enjoys collaborating and contributing to a group environment.
- Welcomes change and adjusts quickly to accommodate the business's needs.
- Professionalism and the ability to communicate effectively with guests, team members and all other stakeholders.
- Strong work ethic and willingness to learn with excellent communications skills; both verbal and written.

Successful applicants must be fully vaccinated (defined having received the full series of a vaccine or a combination of vaccines accepted by the Government of Canada) and show proof of vaccination as a condition of employment and prior to starting work.



THE truffles GROUP

VANCOUVER ISLAND'S PREMIER HOSPITALITY EXPERIENCE

Who is the Truffles Group?

Locally owned and operated, The Truffles Group has been advancing Vancouver Island's hospitality, tourism, and beverage retail industries for over 25 years. During this time, we have grown from one employee to over 450, and from one brand to six! Our group of companies includes Cascadia Liquor, Flight Cannabis Co., Habitat Café, Heritage Quay Developments, Victoria Butterfly Gardens, and Truffles Catering.

Guided by our founder Don Calveley's entrepreneurial spirit and dedication to business excellence, The Truffles Group continues to push the boundaries of innovation and service to create elevated guest and team member experiences.

We continue to grow and build our business responsibly and ethically on a foundation and commitment to our core values: Quality, Integrity, Community, Growth, and FUN!

If you share our values, are exceptionally detail-oriented, and have a passion for order and quality work, we want to hear from you!

Inclusion

We value you! Your background, your perspective, your uniqueness, your talent.

We value all things that make you, YOU!

#diversity #equality

The Truffles Group is an equal opportunity employer. Should you require accommodation during the recruitment process, please reach out.

Disclaimer Clause: *The above statements are intended to describe the general nature and level of the work being performed by the employee assigned to this position. There is no exhaustive list of all duties and responsibilities, knowledge, skills, abilities, physical job demands and working conditions associated with this position.*

