

AMERICAN EAGLE OUTFITTERS, Inc

College Trek

Emerging Leaders... in Retail Management

PURPOSE

College Trek is a comprehensive 12 month training program designed for recent college graduates seeking a career in retail management. The College Trek manager is trained through store experience, one-on-one leadership coaching sessions, interactive digital training, exposure to high level executives and special projects. Areas of focus include leadership skills, retail operations, talent acquisition, performance management and merchandising.

RESPONSIBILITIES

- Completes daily opening and closing procedures
- Assign, prioritize and communicate daily store KPI goals
- Demonstrate sales leadership
- Achieve KPI goals through coaching and motivation to sales team
- Maintain company brand visual standards and processes
- Effectively manage store payroll budgets in partnership with the store manager
- Assign, communicate and hold associates accountable to daily tasks
- Initiate self training and develop sales team through AEPC and seasonal training materials
- Comply with all loss prevention policies and procedures to include sales floor procedures, cash and wrap procedures and backroom procedures
- Attend and participate in weekly management meetings
- Respond accordingly to any customer service issues to include reporting customer service needs or concerns to direct supervisor
- React appropriately to any human resource incidents to include reporting any occurrences or violations of company policies and procedures to appropriate supervisor
- Establish and maintain a diverse work force by recruiting, interviewing and hiring top talent
- Train and develop direct reports by assessing their developmental needs and setting performance goals
- Perform any and all other job task and duties assigned

AUTHORITY

- In absence of store and assistant managers, authorized to execute all management functions in guidance of AE's policies and procedures

QUALIFICATIONS

- Degree from a 4 year college within the last 24 months with a GPA of 3.0 or higher
- Willing to live and work in predetermined College Trek training areas of the country
- Willing to relocate at end of program for a store manager position
- Excellent organizational, verbal and written communication skills
- Available to work a flexible schedule to include all Sundays

**Candidates -- apply at collegetrek@ae.com.
Multiple national positions**