



Manager in Training (MIT)

Date: February 2021

Location: San Diego County

POSITION SUMMARY:

Responsible for the overall management and accountability of facility performance to ensure that all Company policies are followed and that operating groups work in the most efficient manner possible to ensure maximum results are realized. Coordinates operational activities to ensure all daily tasks are accomplished. Provides leadership, direction, and administration of all aspects of activities to ensure accomplishment of objectives. The Site Manager accomplishes this role-modeling our core values:

WHY SOAPY JOE'S?

We are not just a car wash, we're driven to clean cars, protect the environment and shine in our communities. We are invested in creating opportunities, inspiring development, and bringing dynamic servant-leaders into our company that will take care of our team and our members. If you love to win, care about people, and you are not afraid to roll up your sleeves and get to work, you will be in great company with us. Culture is vital to our success and we are looking for new team members that connect to our values and want to see our culture thrive.

Our core values are:

- **Build community:** we love our neighbors and create an atmosphere where everyone is welcome
- **Lead with heart:** we create trust and respect through listening, positive words, and actions
- **Create fans:** we impress customers with a great experience defined by positivity and helpfulness
- **Do the right thing:** we operate with honesty and integrity – even when no one's looking
- **Be proud:** we're proud of our quality services and clean sites, but most of all, we're proud of our team
- **Have fun:** we believe creative solutions and genuine connections happen when you're having fun
- **Keep learning:** we take learning as seriously as we take having fun, which means we do it all the time!

If these values resonate with you and you would like to be a part of this team keep reading!

WHAT YOU'LL DO:

- Provide wide leadership and influence to improve organizational performance.
- Engage personnel to promote safety, operational improvement, and drive performance.

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- Maximize profits by achieving forecasts and ensuring customer satisfaction.
- Serve as a coach and mentor for 11 to 15 customer service attendants and representatives.
- Communicate with Operations team to achieve corporate goals, as well as facility goals. Motivating all personnel to meet goals.
- Overall responsibility for hiring, staff development, work scheduling, evaluation, discipline, salary recommendations, terminations, and retention of staff.
- Ensure facility is following the company's policies, procedures, and corporate compliance program, as well as with federal, state, and local regulations.
- Provides regular reports to the District Manager and SVP of Operations.
- Maintains Soapy Joe's positive reputation within the internal organization and external stakeholders.
- Responsible for all aspects of facility management. Reporting issues regarding facility to the proper party, and make sure all necessary repairs, adjustments and/or general issues are addressed and resolved.

WHAT YOU'LL NEED:

High school diploma or State-issued equivalency certificate plus 2 years of management experience, or combination of training, school, and experience. Mechanical proficiency in basic hydraulics, basic plumbing, maintenance, and repair preferred.

- Required to be physically capable of executing all essential functions to perform the job with or without accommodation.
- Willingness to work a flexible schedule, nights, and weekends.
- Knowledge of Microsoft Office products and mobile applications.
- Strong communication skills, leadership, and organizational skills.
- Excellent attention to detail, problem solving ability and time management expertise.
- Ability to lead without the need for direct authority.
- Effective decision-making skills; gathers and analyzes data; arrives at timely decisions.
- Hands-on, pragmatic work style and leadership.

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