



## District Manager – Car Wash

**Date:** 04/27/2021

**Location:** San Diego County

**POSITION:** District Manager

### **POSITION SUMMARY:**

The Soapy Joe's Operations team is looking for a rock star District Manager with a strong background in talent development, sales, and a proven track record of leading high performing teams. The ideal candidate for this role is energetic, loves leading people, enjoys a challenging environment, and is engaged in growth and development. We are looking for people leaders that happen to be amazing at running car washes too!

### **WHY SOAPY JOE'S?**

We're 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're 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!

### **YOU ARE:**

Driven and have consistently developed your ability to exceed expectations. You feel successful if your team is successful, and you get true enjoyment out of teaching and developing others.

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Equal Opportunity Employer (EOE)

You understand the connection between sales, smooth operations, customer service and success, and have a natural tendency for excellent internal and external customer service.

#### **WHAT YOU'LL GET TO DO:**

You will have ownership of 4-6 Soapy Joe's Car Wash sites and will be responsible for the overall success of these teams. The primary responsibility of the District Manager is to develop, support and coach the Site Managers in their efforts to manage their employees and serve their customers. The Soapy Joe's culture is a key responsibility of the district manager in ensuring their teams are successful, trained, and developed for growth.

#### **ADDITIONAL RESPONSIBILITIES:**

- Lead and develop teams
- Train and ensure adherence to company process, procedures and policies
- Monitor and validate compliance for each location
- Educate the team on budget and financials to plan effective schedules, allocate labor appropriately, and ensure appropriate usage of all utilities
- Increase retention and succession planning for managers and team members
- Drive a sales culture focused on customer acquisition and retention
- Responsible for safety, environmental practices, and maintenance of all sites
- Maintain budgets for payroll, supplies, utilities and equipment repair
- Provide an excellent member experience at each site by decreasing complaints, increasing positive reviews, and achieving customer experience goals

#### **WHAT YOU'LL NEED:**

- Bachelor's Degree heavily preferred
- 3-5 years of management in a retail setting highly desired
- Multi-unit management experience preferred
- Ability to work a flexible schedule including nights and weekends (weekend DM rotation required)
- Proven track record of team development
- Experience in driving a team towards achieving and exceeding sales goals and targets