



## Job Description

Join a growing 100% Employee Owned and Operated Company!

**Job Title:** Paint & Stain Sales Associate  
**Location:** Truckee Mountain Hardware and Sports  
**Department:** Paint & Stain  
**Reports to:** Paint & Stain Manager  
**Employment Status/Type:** Full or Part time available  
**Compensation:** \$13.50 + DOE

### Job Summary

Greet and assist all guests of Mountain Hardware and Sports connecting them to the proper product and/or service. Maintain and operate paint and stain department with trained knowledge, accuracy, and efficiency.

### Duties and Responsibilities

- Encourages and demonstrates the Mountain Hardware and Sports culture of exceptional guest service, teamwork, innovation, and fun! Works well independently and with others. Enjoys “pitching in” whenever and wherever assistance is needed. No job is too small for any of our employees, if it serves our guests. Conducts and shows a high level of professionalism and courteousness to all guests. Values our safety culture, our Core Values, values employee ownership and operation, our local community, and maintaining a healthy, sustainable environment. Asks questions, shares concerns, or gives ideas on innovation and efficiencies that improve both the guests’ and employees’ experience.
- Ability to mix and match paint and stain
- Offer paint product selection advice to customers
- Maintain the organization and cleanliness of paint counter and aisles on daily basis
- Ensure customers receive excellent service throughout the store
- Aid customers in locating merchandise in store
- Assist in processing special orders
- Stock products and maintain back stock area
- Maintain awareness of store promotions and advertisements

### Skills and Qualifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties:

- Have excellent communication, analytical, and interpersonal skills.
- Ability to work in a fast paced environment while maintaining a high level of accuracy and courtesy.
- Must be at least 18 years old.



- Must be able to work in the United States.
- Ability to lift 60lbs
- Outstanding customer service
- Outgoing and friendly
- Communication and time management skills
- Attention to detail and mathematical skills
- Ability to Multitask
- Ability to stand for an extended amount of time
- Previous paint, stain, hardware, and tools knowledge desired
- Point of Sale system knowledge desired
- Ability and willingness to work flexible hours including evenings, weekends and holidays
- Comfortable in a fast-paced environment and enjoy being part of a team
- Must be able to communicate effectively in English.
- Ladies and Gentlemen Need Apply.
- Must maintain a well-groomed and professional appearance.
- Must be able to wear a uniform.
- Must enjoy serving people and having fun!
- Must display top notch customer service skills.
  
- **Language Skills:**
  - Literate and fluent in English.
  - Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence.
  - Ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.
  - Additional language(s) desirable.
- **Mathematical Skills:**
  - Ability to add and subtract two digit numbers and to multiply and divide with 10's and 100's.
  - Ability to apply concepts of basic algebra, geometry, and trigonometry.
  - Ability to calculate figures and amounts such as fractions, percentages, ratios, proportions, area, circumference, and volume to practical situations.
- **Reasoning Ability:**
  - Ability to apply common sense understanding to carry out instructions furnished in oral, mathematical, or diagram form.
  - Ability to deal with problems involving several concrete variables in standardized situations
  - Ability to define problems, collect data, establish facts, and draw valid conclusions.
- **Education and/or Experience:**
  - No prior education or experience required
  - Prior experience in paint and stain, and/or hardware desired
  - Prior customer service, outdoor focused retail, hardware, retail, ski resort, or hospitality experience desirable.
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- **Certificates, Licenses, and Registration:**
  - None Required



### **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to stand, sit, and walk; talk and hear; taste and smell; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; and stoop, kneel, crouch, or crawl.
- Often required to use the computer. Specific vision abilities required by this job include close vision, distant vision, color and peripheral vision, depth perception, and ability to adjust focus.
- Ability to lift/move 50 lbs. or more and occasionally lift and/or move up to 100 lbs.

### **Equipment Used**

- Telephones, PC, database, office supplies, and filing cabinets
- Handheld radio
- Industrial and paint and stain mixing equipment
- Industrial retail, warehouse, and unpackaging equipment
- Cash registers
- Snow removal equipment

### **Working Conditions**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Harsh outside weather conditions.
- Occasionally exposed to wet and/or humid conditions; high precarious places; fumes or airborne particles; toxic or caustic chemicals; extreme cold; extreme heat; risk of electrical shock; explosives; and vibration.
- Noise level in the work environment is usually loud.
- Frequently exposed to moving mechanical parts.
- Large work area environment.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

***Employment with Mountain Hardware and Sports/Truckee Rents is "at will" for no definite period of time. The employee may terminate employment at any time without notice or cause, and so too can Mountain Hardware and Sports/Truckee Rents terminate employment relationship at any time without notice or cause.***