



Job Description

Hood Distribution Management Trainee

Hood Distribution possesses a strong belief in developing our future leaders to their fullest potential. Our management trainee program is structured to do just that. The program provides dynamic interaction with all facets and levels of the organization. Our most successful managers have a strong interest in distribution; its process, asset management, equipment, and customer satisfaction. These traits will be continually emphasized throughout the training process.

The distribution environment is an ever-changing one. Although the basic business principles are consistent throughout the company, each of our distribution branches are often inherently different based upon specific local or regional market requirements. This program and position within the company is designed to expose our future leaders to the wide array of products, markets, customers, and management styles that exist throughout our distribution facilities.

- * Inventory/Warehouse Management
- * Lead by Example
- * Purchasing
- * Labor Relations
- * Deliver products and services that create customer loyalty
- * Logistics
- * Follow and Execute Safety Procedures
- * Asset Management
- * Problem Solving

Individuals selected to this training program will begin the education process focusing on the core operational aspects of the business and then proceed on to the sales and marketing aspects as the development process continues. Distribution management requires many hats to be worn at one time and often gives a new meaning to the term “multi-tasking”. Effectively managing the company’s assets through well thought out purchases, efficient accounts receivable handling, and proper facility and equipment maintenance are key initiatives on the operational side of the business. Service is a very important aspect in distribution in that it is truly what sets you apart from the competition. Creating this level of service begins from hiring the right people, properly training and managing them, all the way to effective sales calls and on-time delivery.

- * Sales & Marketing
- * Employee Motivation
- * Developing Effective Working Relationships
- * Financial Management
- * Customer Relations
- * Effective Selling Skills
- * Forecasting & Planning
- * Field & Inside Sales
- * Information Management
- * Time Management
- * Interpersonal Skills
- * Sales Prospecting

The success of a distribution operation is heavily tied to the sales abilities of the staff and the supplier/customer relationships that are fostered during these transactions. Distribution is truly a people and relationship based business. Motivation and dedication are critical traits in a sales and marketing environment where the number of customer objections can sometimes out weigh the number of customer successes. A relentless approach must be taken in properly analyzing a market and prospecting for the potential customer base in it. Markets evolve and change on a continual basis due to competitive environments, housing starts, interest rates, local economy, market prices, season of the year, and many others. Due to this, planning and forecasting is an ongoing task in an environment where Hood Distribution strives to be proactive rather than reactive to the ever-changing market conditions. Inventory levels, pricing structure, staffing levels, delivery routes and schedules, credit terms, etc. are analyzed and continually adjusted where needed to promote sales and build and maintain long lasting customer relationships. Distribution provides a fast-paced work environment where everyday presents a new and exciting challenge.

This position is geared to teach the distribution business from the ground up. This program offers mentoring from various levels of management throughout the organization. The position of management trainee affords the employee opportunities to travel to the corporate headquarters on occasion to gain exposure to the various departments and obtain insight from the management staff that leads them. A very interactive and “hands-on” environment is offered in an effort to provide the necessary exposure to become an effective leader in the organization. Trips to key vendor mills and production facilities as well as classes and seminars with related industry associations are utilized in this position to aid in the development process. The values behind this position are structured to prepare and develop your overall management skills. At Hood Distribution, we strive to provide our future leaders with the knowledge, experience, and support to allow them to grow personally as well as professionally and exceed company expectations.

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