

**Climbing**  
**ASSISTANT PRODUCT MANAGER**

**We are Eastern Mountain Sports®, a passionate outdoor brand and outfitter. We outfit people with the gear and confidence they need to venture into the world, no matter how large or small the journey may be.**

**Responsibilities:**

Under the direction of the Product Manager, the Assistant Product Manager will create and manage the merchandising strategy for the Climbing category. This includes:

- Participate on the cross-functional team to meet and exceed business goals.
- Assist in developing a compelling product assortment that maximizes achievement of Division/Department Financial Goals:
- Collaborate with Merchandise Planners on the Forecasting and Re-forecasting processes (including product delivery and exit strategies).
- Demonstrate an understanding of the EMS Target Customer and their activities; obtain customer feedback from multiple sources.

Develop product that enhances customer perception of the EMS Brand and maximizes sales and profit goals

- Concept brand-appropriate product with Product Development Team.
- Assist in managing the product development process regarding timelines, fit, quality, fabrics, materials, style and functional excellence.
- Coordinate all development with a thorough testing regimen (raw material, finished product, field testing).
- Collect and evaluate quantitative and qualitative data regarding customer perception of product and merchandise strategies (including Barn Meetings)
- Conduct and communicate results and recommendations from competitive and market analysis on product/assortment and trends.

Conduct business operations with the goal of improving efficiencies to enhance profit and customer value.

- Assist in leading the buying process for all EMS and national brand vendors, ensuring: best price/terms, availability, product continuity and innovation.
- Participate in the Line Review Process for seasonal presentation of merchandise assortment.
- Assist in managing the time and action calendar; communicate problems/opportunities to all internal and external partners, including Stores, Marketing and Visual Merchandising.
- Manage vendor relationships, communicate with vendor/sourcing to ensure EMS standards are met.
- Serve as the primary product expert for all internal and external partners' information needs.
- Collaborate with Field Management and Training to deliver effective product training and launch new product.
- Complete style and vendor ads in the merchandising system.

**What you need to be successful in this position:**

\* Detail oriented and thorough in work ethos

\* Strong analytical and retail math, and is able to achieve financial and operational efficiencies

\* Possess a strong understanding of the climbing markets

\* Able to partner cross functionally with design/development, planning, marketing, web team, and stores

\* Must have a minimum of 2 to 3 years buying or product management experience, and strong retail acumen.

- \*Strong, efficient, and effective written and verbal communication
- \*Works well under pressure, possesses strong time management skills, and is a solution oriented team player
- \*Is a calculated risk taker, has a strong pinpoint on trend based on quantitative results and industry trends.
- \*Demonstrates a strong understanding the EMS customer and their activities
- \*Travel 10% of the time (visit stores and vendors).
- \*Advanced Knowledge of Microsoft Excel, Word, Office - B.A or B.S in Business, Merchandising, or related field.

Please apply through the Career Opportunities section of our [www.ems.com](http://www.ems.com) website.

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**Our terrific benefits package includes: Medical, Dental & Vision Health; Disability Insurance; 401K Savings Plan; Paid Time Off Pay; Associate Discounts; Adventure Leave; Annual Volunteer Day; Pro-Deals; Free Climbing Lessons and Free Equipment Rental.**

**Position Type:** Full Time

**Country:** United States

**Willing to Relocate:** Yes

**Willing to Travel:** Yes

**Minimum Experience Required:** None