



Director of Merchandising

HALO is looking for a Director of Merchandising to join our high-growth company. This is a dream job for Merchandising leaders that want the variety of working with the world's biggest brands, building strong, national teams, and creative freedom to make your ideas become trends that shape the industry. As the Merchandising leader, you are a critical part of what makes HALO special. You are both a trend forecaster sharing your years of experience and a seasoned team leader fostering a collaborate, creative team culture. [Apply here](#).

*Work from home, New York City or Seattle. Your choice!
Bring you, all of you. Ask us about our approach to diversity and inclusion.*

HALO is the global leader in branded merchandise, uniform programs, and recognition and incentive solutions. We combine unparalleled creativity, targeted strategic insights, the diversity of our talent, and flawless execution to unleash the energy and spark the magic that create unforgettable moments, energizing and amplifying brands to capture—and hold—the attention of the people who matter most to our client's success.

You will have the opportunity to combine the strengths of ingenious merchandising team members and HALO's unrivaled scale of more than 1,800 employees in 42 global offices. And, you get to apply the power of that creativity to over 100 of the Fortune 500 as well as thousands of mid and small-size organizations seeking to make a big impact with their brands.

Requirements

You will lead Merchandising Supervisors as they develop and execute product merchandising plans designed to support each client's ecommerce business. You will partner with them so that they can define and develop key merchandise using tools such as market trends, client initiatives and client brand strategies. In addition, you will support hiring efforts, training, development, and coaching of

merchandising team members to ensure product selections reflect each client's branding and HALO's focus on quality, ethical, and inclusive sourcing.

- Establish and maintain best practices, policies, and procedures for ecommerce promotional product lines
- Develop merchandising strategies to align with client goals
- Train and mentor the Merchandising team to meet client and HALO quality standards
- Provide continuous coaching and guide employee development
- Assist in the RFI/RFP process
- Oversee all product specific information including but not limited to, item, decoration, vendor, pricing strategy and all necessary compliance
- Guide the Merchandising team in the organization of product specific client meetings including presentation, samples, and presentation materials to sell a concept and/or product with the use of market research and trend analysis
- Develop strong relationships with key clients
- Oversee negotiations and pricing from Vendor Partners to maximize profitability for HALO, and sales for clients
- Work with internal teams to achieve client margin requirements
- Create strong relationships with suppliers and sourcing network to develop key strategic partnerships to ensure maximum profitability
- Research and monitor industry trends and client behavior to anticipate need/demand and changes in buying trends
- Ensure overall product sales strategy with the use of data and customer insight
- Oversee final photography and images needed for websites

Sound like you? To apply you will need:

- Bachelor's degree in marketing, communications, or related field, or equivalent combination of experience and education
- 7-10 years of experience in coaching, leading and training teams
- Promotional products, ecommerce, agency and/or product merchandising experience strongly preferred

- Must demonstrate working knowledge of assortment planning, merchandise development and gross margin calculation
- Proven ability to forecast market trends based on sales data and client feedback
- Proficiency in Microsoft applications (Word, Excel, Outlook and PowerPoint)
- Excellent oral, written and interpersonal communication skills
- Strong presentation skills and the ability to articulate and sell a concept to a business team, both internally and externally
- Ability to deliver under deadlines with a high level of accuracy
- Excellent planning, time management and analytical and business math skills
- Strong work ethic that supports working independently, under minimal supervision as well as the ability to work effectively in a collaborative team environment with a dynamic range of people
- Proven ability to provide outstanding client service
- Ability to effectively provide, receive and respond positively to constructive feedback
- Curious, flexible and good humored with a positive “can do” attitude

More about HALO

Over the last few years we have grown exponentially to \$765M. While we grow, HALO stays committed to the best parts of an agile, casual, and entrepreneurial culture that inspires our team members to come up with new ideas and work collaboratively, wherever they are.

As a team member you can expect a positive culture of ingenuity, inclusion, and relentless determination. We also offer:

- **Flexibility** | Manage your work schedule to deliver breakthrough results
- **Community** | Small-company feel, big company resources and benefits
- **Creativity** | Be inspired by working with the best in the business
- **Location** | Work from home or the office—you decide the right balance
- **Learning and development** | We invest in your development. Attend professional development events that interest you and benefit your career growth

HALO is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We insist on an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law. Inclusion is a core value at HALO and we seek to recruit, develop and retain the most talented people.

[Apply here](#)

HALO is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the employment process – including the online application and/or overall selection process – you may email us at hr@halo.com. This email is only to request an accommodation. Please direct any other general recruiting inquiries to HALO.com/careers.