Career Opportunity
This is not a Federal Position

We are currently accepting internal applicants to fill the following vacancy:

Assistant Retail Store Manager
National Museum of Natural History
Announcement Number SE-22-0138

OPEN DATE: 03/29/2022
CLOSING DATE: 04/07/2022
PAY BAND: E
SALARY RANGE: Up to $45,000 annually (Commensurate with Experience)
POSITION TYPE: Trust Fund
APPOINTMENT TYPE: Indefinite
SCHEDULE: Full Time
DUTY LOCATION: National Museum of Natural History, Washington DC

Who may be considered for employment: All qualified candidates eligible to work in the United States. The Smithsonian provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for the application or hiring process, please call 202-633-6409 (TTY).

The Smithsonian Institution is an Equal Opportunity Employer. We believe that a workforce comprising a variety of educational, cultural, and experiential backgrounds support and enhance our daily work life and contribute to the richness of our exhibitions and programs.

KEY REQUIREMENTS
• Pass Pre-Employment Background Check and Subsequent Background Investigation
• Complete a 1-year Probationary Period
• Maintain a Bank Account for Direct Deposit/Electronic Transfer
• Males born after 12/31/59 must be registered with Selective Service
• Authorized to work in the U.S. without sponsorship

For the latest information on the COVID-19 vaccination requirements and its impact on your application, click on Smithsonian Institution’s Frequently Asked Questions.

OVERVIEW
The Assistant Manager assists the management team with the efficient operation of the business unit by helping direct a team of employees in all aspects of business operations. They will assist in managing location operations to maximize the visitor experience and meet financial goals by ensuring SE resources are dedicated to providing excellent products, services and experiences.

This position is designed to be a comprehensive training role which will involve assisting and overseeing all aspects of running the locations business resulting in a full understanding of how to run a Smithsonian Museum Business location.

ESSENTIAL DUTIES AND RESPONSIBILITIES include, but are not limited to, the following:
• Assists with driving sales to exceed budget through effective management of resources.
• Provides and trains associates on the delivery of outstanding customer service. Adheres to
established guidelines regarding customer service evaluations, audits, observations, etc.

- Responds to customer inquiries and resolves issues, referring up as necessary.
- Learns budget allocation and communicates strengths, opportunities, and trends in business.
- Partners as necessary to increase, drive, and promote sales.
- Is a visible leader. Coaches, directs and supervises the business location team.
- Assists in staffing and scheduling including interviews, hiring and training. Assists with employee timekeeping and adjusts schedules to match business needs.
- Learns and adheres to established best practices and Standard Operating Procedures (SOPs).
- Learns and communicates metrics and analyzes and suggests business improvements.
- Develops and provides ongoing feedback to staff on operational standards. Ensures business units are properly staffed at all times. Assists in monitoring and maintaining appropriate signage/messaging.
- Assists in all Business Location Operations.
- Ensures the completion of proper standards for safety, maintenance, and cleaning on a daily, weekly and monthly basis.
- Adheres to cash handling and inventory control procedures. Ensures proper business unit opening and closing; submits daily sales audit information. Ensures security and accuracy of funds while maintaining an appropriate cash fund. Performs daily cash control operations/audits in accordance with SOP.
- Operates and maintains business unit computer systems (POS cash registers, ticketing systems, etc.), reporting any technical issues, while maintaining proper inventory of supplies.
- Coordinates and supports museum events.
- Conducts daily staff meetings to motivate employees and exchange information.
- Suggests improvements that will enhance the security, appearance and profitability of the location. Stays current with Events and Exhibits within the museum location.
- Enforces safety, health and security rules and procedures.

Candidates must be available weekends, holidays, and evenings, and be able to stand for long periods of time.

**EDUCATION, QUALIFICATIONS AND REQUIREMENTS**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Bachelor’s degree and 1 to 2 years related management/supervisory experience, or an equivalent combination of education and/or experience. Retail or hospitality industry experience is required, specialty retail experience is preferred.
- **Financial and Business Acumen:** Ability to learn and evaluate financial and business indicators and translate data into actionable information to drive results.
- **Problem Solving & Decision Quality:** Able to use rigorous logic and methods to solve problems with effective solutions.
- **Relationship Management:** Able to build constructive and effective relationships through motivating a diverse team of direct and indirect reports.
- **Experience working within a team and driving successful management strategies.**
- **Planning and Priority Setting:** After training, be able to demonstrate an ability to set objectives and goals and organize work appropriately to meet and exceed goals. Possess strong organizational and time management skills.
- **Demonstrates strong listening, written and oral communication skills. Knowledge of principles and processes for providing customer services.**
- **Experience in organizing and adjusting to a changing workload in a fast-paced environment.**
- **Experience with cash management activities and operation of POS cash register system.**
- **Ability to read and interpret company policies and procedures and understand and implement standard retail concepts and practices.**
- **Ability to work a flexible schedule when necessary.**
- **MS Office Proficiency, or the ability to learn.**
Ability to read and interpret Smithsonian Institution and SE Museum Business Unit policies and procedures and understand standard operational concepts and practices. Ability to accept written and oral instructions from the Management Team.

Applicants, who wish to qualify based on education completed outside the United States, must be deemed equivalent to higher education programs of U.S. Institutions by an organization that specializes in the interpretation of foreign educational credentials. This documentation is the responsibility of the applicant and should be included as part of your application package.

Any false statement in your application may result in your application being rejected and may also result in termination after employment begins.

**Smithsonian Enterprises** is a division of the Smithsonian Institution, the world’s largest museum and research organization. Established in 1846 with a bequest from English Scientist James Smithson, the Institution currently encompasses 19 museums and galleries, the National Zoo and 9 research centers. The Smithsonian has facilities in 7 states, the District of Columbia and the Republic of Panama supporting over 6,200 employees.

**Smithsonian Enterprises** encompasses *Smithsonian* magazine, Museum stores, Restaurants, IMAX theaters and the Smithsonian Catalog, Consumer products, educational travel, e-commerce, and commercial media enterprises in book publishing and the Smithsonian TV Channel.

The Smithsonian Institution values and seeks a diverse workforce. Join us in "Inspiring Generations through Knowledge and Discovery."

Please forward a resume and cover letter to: **SICareers@si.edu**

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<th>Please forward a resume and cover letter to:</th>
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**Once the vacancy announcement closes, a review of your resume will be made compared to the qualifications and experience as it applies to this job.** **What to expect next:** After a review of applicants is complete, qualified candidate’s résumés will be referred to the hiring manager.

Relocation expenses are not paid.

The Smithsonian offers a number of exceptional benefits to its employees who qualify. Benefits include:

- Health, Dental & Vision Insurance, Life Insurance, Transit/Commuter Benefits, Accidental Death and Dismemberment Insurance, Annual and Sick Leave, Family Friendly Leave, 403b Retirement Plan, Discounts for Smithsonian Memberships, Museum Stores and Restaurants, Credit Union, Smithsonian Early Enrichment Center (Child Care), Flexible Spending Account (Health & Dependent Care)

We ask that the attached Applicant Survey be completed by all candidates, except **Smithsonian Institution employees**, and returned with application materials. This form is optional, is used for gathering statistical information and will not be a part of the application.
YOUR PRIVACY IS PROTECTED

This information is used to determine if our equal employment opportunity efforts are reaching all segments of the population, consistent with Federal equal employment opportunity laws. Responses to these questions are voluntary. Your responses will not be shown to the panel rating the applications, to the official selecting an applicant for a position, or to anyone else who can affect your application. This form will not be placed in your Personnel file, nor will it be provided to your supervisors in your employing office should you be hired. The aggregate information collected through this form will be kept private to the extent permitted by law. See the Privacy Act Statement below for more information.

Completion of this form is voluntary. No individual personnel selections are made based on this information. There will be no impact on your application if you choose not to answer any of these questions.

Thank you for helping us to provide better service.

1. How did you learn about this position? (Check One):
   - □ Agency Internet Site recruitment
   - □ Private Employment Web Site
   - □ Other Internet Site
   - □ Job Fair
   - □ Newspaper or magazine
   - □ Agency or other Federal government on campus
   - □ School or college counselor or other official
   - □ Friend or relative working for this agency
   - □ Private Employment Office
   - □ Agency Human Resources Department (bulletin board or other announcement)
   - □ Federal, State, or Local Job Information Center
   - □ Other

2. Sex (Check One):
   - □ Male
   - □ Female

3. Ethnicity (Check One):
   - □ Hispanic or Latino - a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.
   - □ Not Hispanic or Latino

4. Race (Check all that apply):
   - □ American Indian or Alaska Native - a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment.
   - □ Asian - a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, or Vietnam.
   - □ Black or African American - a person having origins in any of the black racial groups of Africa.
   - □ Native Hawaiian or Other Pacific Islander - a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific islands.
   - □ White - a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
5. Disability/Serious Health Condition

The next questions address disability and serious health conditions. Your responses will ensure that our outreach and recruitment policies are reaching a wide range of individuals with physical or mental conditions. Consider your answers without the use of medication and aids (except eyeglasses) or the help of another person.

A. Do you have any of the following? Check all boxes that apply to you:

- □ Deaf or serious difficulty hearing
- □ Blind or serious difficulty seeing even when wearing glasses
- □ Missing an arm, leg, hand, or foot
- □ Paralysis: Partial or complete paralysis (any cause)
- □ Significant Disfigurement: for example, severe disfigurements caused by burns, wounds, accidents, or congenital disorders
- □ Significant Mobility Impairment: for example, uses a wheelchair, scooter, walker or uses a leg brace to walk
- □ Significant Psychiatric Disorder: for example, bipolar disorder, schizophrenia, PTSD, or major depression
- □ Intellectual Disability (formerly described as mental retardation)
- □ Developmental Disability: for example, cerebral palsy or autism spectrum disorder
- □ Traumatic Brain Injury
- □ Dwarfism
- □ Epilepsy or other seizure disorder
- □ Other disability or serious health condition: for example, diabetes, cancer, cardiovascular disease, anxiety disorder, or HIV infection; a learning disability, a speech impairment, or a hearing impairment (if this applies to you, please go to Section A.1.)

If you did not select one of the options above, please indicate whether.

- □ None of the conditions listed above apply to me.
- □ I do not wish to answer questions regarding disability/health conditions.

A.1. Other Disability or Serious Health Condition (Optional)

You indicated that you have a disability or a serious health condition. If you are willing, please select any of the conditions listed below that apply to you. As explained above, your responses will not be shown to the panel rating the applications, to the selecting official, or to anyone else who can affect your application. All responses will remain private to the extent permitted by law. See the Privacy Act Statement below for more information.

Please check all that apply:

- □ I do not wish to specify any condition.
- □ Alcoholism
- □ Cancer
- □ Cardiovascular or heart disease
- □ Crohn’s disease, irritable bowel syndrome, or other gastrointestinal impairment
- □ Depression, anxiety disorder, or other psychological disorder
- □ Diabetes or other metabolic disease
- □ Difficulty seeing even when wearing glasses
- □ Hearing impairment
- □ History of drug addiction (but not currently using illegal drugs)
- □ HIV Infection/AIDS or other immune disorder
- □ Kidney dysfunction: for example, requires dialysis
- □ Learning disabilities or ADHD
- □ Liver disease: for example, hepatitis or cirrhosis
- □ Lupus, fibromyalgia, rheumatoid arthritis, or other autoimmune disorder
- □ Morbid obesity
- □ Nervous system disorder: for example, migraine headaches, Parkinson’s disease, or multiple sclerosis
- □ Non-paralytic orthopedic impairments: for example, chronic pain, stiffness, weakness in bones or joints, or some loss of ability to use parts of the body
- □ Orthopedic impairments or osteo-arthritis
- □ Pulmonary or respiratory impairment: for example, asthma, chronic bronchitis, or TB
☐ Sickle cell anemia, hemophilia, or other blood disease
☐ Speech impairment
☐ Spinal abnormalities: for example, spina bifida or scoliosis
☐ Thyroid dysfunction or other endocrine disorder
☐ Other. Please identify the disability/health condition, if willing: ________________________

PRIVACY ACT AND PAPERWORK REDUCTION ACT STATEMENTS

Privacy Act Statement: This Privacy Act Statement is provided pursuant to 5 U.S.C. 552a (commonly known as the Privacy Act of 1974). The authority for this form is 5 U.S.C. 7201, which provides that the Office of Personnel Management shall implement a minority recruitment program, by the Uniform Guidelines on Employee Selection Procedures, 29 C.F.R. Part 1607.4, which requires collection of demographic data to determine if a selection procedure has an unlawful disparate impact, and by Section 501 of the Rehabilitation Act of 1973, which requires federal agencies to prepare affirmative action plans for the hiring and advancement of people with disabilities. Data relating to an individual applicant are not provided to selecting officials. This form will be seen by Human Resource personnel in the Office of Personnel Management (who are not involved in considering an applicant for a particular job) and by Equal Employment Opportunity Commission officials who will receive aggregate, non-identifiable data from the Office of Personnel Management derived from this form.

Purpose and Routine Uses: The aggregate, non-identifiable information summarizing all applicants for a position will be used by the Office of Personnel Management and by the Equal Employment Opportunity Commission to determine if the executive branch of the Federal Government is effectively recruiting and selecting individuals from all segments of the population. Effects of Nondisclosure: Providing this information is voluntary. No individual personnel selections are made based on this information. There will be no impact on your application if you choose not to answer any of these questions.

Paperwork Reduction Act Statement: The Paperwork Reduction Act of 1995 (44 U.S.C. 3501 et. seq.) requires us to inform you that this information is being collected for planning and assessing affirmative employment program initiatives. Response to this request is voluntary. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB Control Number. The estimated burden of completing this form is five (5) minutes per response, including the time for reviewing instructions. Direct comments regarding the burden estimate or any other aspect of this form to [INSERT: Agency name and address] and to the Office of Management Budget, Office of Information and Regulatory Affairs, Washington, DC 20503.