



**Company:** Walmart  
**Headquarters:** Bentonville, AR

**Website:** [www.walmart.com](http://www.walmart.com)

**Business Focus:** Retail Distribution/Logistics

**Company Description:** Walmart serves customers and members more than 200 million times per week. They serve them in the ways they want to be served – in retail outlets, online and on mobile devices. Walmart employs 2.3 million associates around the world. Walmart is investing \$2.7 billion over two years in higher wages, education and training. For the fiscal year ended January 31, 2016, Walmart's total revenue was \$482.1 billion and the company returned \$10.4 billion to shareholders through dividends and share repurchases.

**Distribution/Transportation** The first thing people notice about their Regional Distribution Centers (DC's) is the sheer size – each of their 42 Regional U.S. Distribution Center is over 1 million square feet. The next thing people notice is the constant movement. Many of their centers feature a Transportation Officer – some of which operate 24/7 to keep their fleet of 5,500 tractors and 55,000 trailers rolling around the clock and across the country. Inside each center, more than 12 miles of conveyor belts move over 5.5 billion cases of merchandise. And that just the start of the leading-edge logistics technology you'll find supporting between 75 and 100 stores within a 250-mile radius. It's all designed to pass on the savings of unrivaled synchronization and efficiency to their customers and communities. Join the front lines of a critical supply chain operation with the world's largest retailer, and drive sales, technology, teamwork and the wellbeing of communities worldwide.

Walmart has long been a major military hirer. The Area Manager role is typically the starting point for leaders leaving the military and you can see it as the Platoon Leader or Platoon Sergeant role within the organization. This position is a front-line leadership role that leads the warehouse associates in the facility. One of the greatest things about this opportunity with Walmart is the upward career mobility potential. Walmart believes in developing leaders and promoting their high performers. As you gain experience you will move from an Area Manager role to an Operations Manager position and then from there you can move into General Management positions or even into other parts of the company if you're interested in pursuing other aspects of the business. With Walmart, it is also possible to further accelerate your career growth if you are open to moving—as more senior roles open up at other facilities you can apply to them and potentially progress at a faster rate within the company. Many people often think about just the retail store side of Walmart and do not realize the long-term career opportunities within their distribution network. If you are looking to be a leader like you were in the military and have a direct impact on the lives of your associates while also contributing to the overall success of the distribution center and the company this is definitely an excellent opportunity for you.

Another great thing about this role with Walmart is the shifts. If you are interested in hunting, fishing, working on cars, or doing whatever you want in your free time these shifts give you 3-4 days every week for you to pursue your hobbies! One key point; however, is that Walmart does require its Area Managers to be flexible to change which shifts they are on and be open to both the day and night shifts. Because Walmart believes in developing and promoting its leaders so much this often means an Area Manager will move into a more senior role leaving a gap in a shift that an Area Manager from another shift will need to move over and cover.

**Position Description: Area Manager:** This position is responsible for assisting in the operation of a department. An individual in this position will be expected to perform additional job related responsibilities and duties throughout the facility as assigned and/or as necessary.

**Essential Functions:**

- Communicate with (or to) individuals or groups verbally and/or in writing (e.g. customers, suppliers, associates).
- Manage daily staffing and workload to meet shop performance goals.
- Manage financial aspects in area of responsibility by monitoring and tracking expenses compared to budget; monitoring asset utilization; and preparing, reviewing, and/or analyzing business reports.
- Manage shop operations by monitoring maintenance and repair processes to ensure they are in accordance with refurbishment or repair procedures;
- Monitors and ensures shop and worker compliance with state and federal regulations.

- Maintain quality and safety standards in area of responsibility by ensuring associates are trained on Logistics and company policies, standards and procedures; monitoring associate compliance to policies and procedures; distributing and maintaining procedures and supporting documentation.
- Supervise and develop associates and leaders in area of responsibility by assigning duties and coordinating workloads, monitoring performance and providing feedback; teaching, supporting and modeling Logistics and company policies and procedures; identifying training and development needs; and participating in the hiring, promotion, coaching, teaching, and evaluation of associates and leaders.
- Monitor and manage productivity of area of responsibility by preparing, reviewing and/or analyzing business reports.
- Identify associate, customer, and/or supplier concerns by listening, consulting with others when needed to determine corrective action to take or make recommendations in order to resolve.
- Implement the business plan for area of responsibility by communicating goals and managing staffing and scheduling, assigning duties and coordinating workloads in order to achieve facility goals (e.g., production, quality, safety).

#### **Competencies:**

- **Customer/Member Centered: Focus on the Customer/Member** - Reviews customer/member-focused data and adjusts performance to address findings. Promotes and supports associate efforts to exceed customer/member expectations. Informs associates on how to identify and locate resources to meet the diverse needs of customers/members.
- **Judgment: Use Appropriate Judgment** - Identifies, reviews, and applies policies and procedures to make informed judgments. Identifies and uses facts, information, and expertise to set priorities and make informed decisions. Uses data and evidence to determine the causes of problems and develop solutions to address them.
- **Execution and Results: Manage Execution and Results** - Holds associates accountable for completing work within expectations and time requirements. Plans and manages own and others' time, based on business priorities, and follows up to ensure all work requirements are completed in a timely and accurate manner. Identifies and obtains the resources needed to complete projects. Encourages associates to strive for excellence, efficiency, and quality in work practices.
- **Planning and Improvement: Plan and Pursue Team-Based Improvement** - Coordinates and aligns planning with organizational initiatives and direction. Looks at work plans and makes changes, as needed, to achieve team or work group objectives. Sets realistic timelines for goal accomplishment. Improves work processes and practices to increase performance and results.
- **Influence and Communicate: Increase Commitment** - Promotes ideas and links them to business needs and benefits. Builds trusting, cooperative relationships and alliances with others, inside and outside of the organization. Effectively communicates clear, up-to-date information on business plans and priorities (for example, change initiatives). Shares experience and ideas with associates across the organization.
- **Ethics and Compliance: Manage Ethics and Compliance** - Instructs associates on how to act in accordance with policies and procedures, and supports their efforts in doing so. Ensures associates demonstrate the highest standards of integrity and ethics in work situations. Corrects ethical and compliance issues, enforcing compliance and administering appropriate consequences as needed.
- **Adaptability: Quickly Adapt** - Demonstrates creativity and strength in the face of change, obstacles, and adversity. Adapts to competing demands and shifting priorities. Updates knowledge and skills to handle new complexities, challenges, and responsibilities. Seeks exposure to new ideas and perspectives. Helps associates adjust to and develop the capabilities needed to implement organizational change initiatives.
- **Talent: Supervise Associates** - Provides specific, honest, accurate, and timely feedback on associate performance. Assigns tasks to associates that fit their skill levels and maximize team performance. Uses people processes (for example, selection, development, performance evaluation) to ensure effective associate performance. Recruits and hires the associates needed to meet business requirements. Teaches, guides, and assists in the development of associates.



### **Position Details:**

**Location:** London, KY (~1 hour south of Lexington, KY). The hiring manager attending the conference is from the London, KY facility but he is able to interview candidates for other locations, to include:

Monroe, GA; Douglas, GA; and LaGrange, GA

You will not need to be prepared to live in one of these locations for the entirety of your career at Walmart as after a couple of years you will be able to apply for Operations Manager roles or other more senior level roles at other locations within the Walmart Distribution network around the country.

**Salary:** \$65,000 + Annual Company Performance Bonus (This can be up to 25% of your total base salary—so typically around an additional \$15,000 in annual income). Last year their annual bonus program paid out at 18%. Additionally, each year if you pass your annual performance reviews you will be awarded \$5,500 in Walmart company stock. So, when you compile the base salary, annual bonus program, and the stock bonus program the total Annual W2 incomes comes out to around \$80,000.

**Supervisory:** Yes, you will manage around 15-20 associates at the facility.

### **Shifts:**

Weekday Shift: Monday-Thursday (4AM-3PM) or (2:30 PM-2:00 AM)

Weekend Shift: Friday, Saturday, Sunday (4AM-3PM) or (2:30 PM-2:00 AM)

As you can see with the shifts you will have an excellent work like balance! If you are on the weekday shift you have a three-day weekend every weekend and if you are on the weekend shift you have most of the week off!

Vary, must be open to work multiple different shifts. It is common for people to move around to different shifts over time but when you are assigned to a specific day or night shift that will be the one you are on—they just need people to be flexible to move to other shifts as other members get promoted and move into other roles within the company.

**Benefits:** Health Coverage, Disability, 401k Plan, Paid time off to enjoy vacations and designated holidays.

- **Keys to Successful Interview:** Do your research on Walmart. Be able to give detailed examples from your military experience on the type of equipment that you troubleshot, and the systems and procedures that were in place. Show that you take initiative, and that you would be excited to join the Walmart team! Know that the career growth potential with Walmart is pretty substantial and you can definitely accelerate that career growth if you are willing to move between locations around the country as more senior opportunities become available.