Franchisee in Training Program (FIT)

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Texte intégral de l’offre

What began as a meat delivery business in Stellarton, Nova Scotia has grown to over 128,000 teammates at corporate-owned and franchised/affiliate store locations. Sobeys Capital Incorporated and its independently owned and operated franchise stores operate over 1,500 stores in all 10 provinces. You may know us as Sobeys, Safeway, IGA, Foodland, FreshCo, Thrifty Foods, Lawtons Drugs, Voilà, or another of our banners, but we are all one extended family.

Please note that this career opportunity is for a role at an independently owned and operated franchised/affiliate store location.

Ready to Make an impact?

The Store Franchise In Training (FIT), is a program designed to produce a strong bench of future Franchise Operators, who are able to operate effectively in our business. FIT candidates who are in training will work with our current network of Franchisees to provide communication, strategic direction, and vision for our stores. The FIT will ensure operational excellence in retail merchandising, inventory management, and customer / employee relations. The FIT Mentors will coach and develop FIT candidates to provide superior customer service and shopping experiences through execution of strategy, customized for the local market, while achieving budgeted financial results. Actively contributing to an environment of employee and customer engagement.

Here’s where you’ll be focusing:

People Leadership

- Create a coaching and development culture for all store employees which embraces a passion for food
- Work with Mentors to communicate operational requirements, operational changes, and store vision throughout the total store

Customer Offering

- Understand and respond to local market needs and competition
- Ensure superior execution of the retail commercial programs and provide feedback and recommendations to appropriate parties
- Role model, coach, and reinforce customer service expectations on a daily basis for all staff
- Ensure community presence by working with community partners to host and support community events
- Create a shopping experience that engages your customers in a way that enhances loyalty, sales, and profit
- Execute winning conditions

Policy/ Regulatory Adherence

- Ensure all applicable company policies and procedures are communicated and adhered
- Ensure that OH&S, Food Safety, and other regulatory requirements and procedures are implemented and maintained

Financial

- Ensure efficient operation of the business to achieve all financial targets and deliver on budgeted KPIs.

Personal/ Professional Development

- Thoroughly understand all relevant company programs
- Attend training as required

- Maintain knowledge of current industry trends
- Franchisee In Training takes ownership for their development requirements

Successful completion of the FIT program, which consists of:

- Completion of all department specific training and required learning checks
- Total store operations training
- Participate in LMS training
- Successful completion and presentation of the FIT project component
- Successful completion of the final assessment administered by the DO as required.

Employee Engagement

- Be known as the “employer of choice” by actively supporting an environment of employee engagement

Be an engaging leader within the business to promote teamwork and build strong relationships with employees

Other

- Other duties as required

What you have to offer:

- Managerial experience in multiple departments (Highly Recommended)
- Excellent communication skills (both oral and written)
- Working knowledge of retail operations
- Proficient use of computers and Microsoft Office suite.
- High School Diploma

Must be willing to relocate within District/Area.

There will be an initial Franchise Shareholder Investment required on the purchase of a Franchise site.

Our affiliate and franchise stores offer teammates competitive total compensation packages that will vary by role, location and store ownership. To learn more about this opportunity—including expected range of compensation in accordance with Pay Transparency Legislation where required —please click the “I’m interested” or "Apply" button above. Individual Compensation is determined based on qualifications, experience, and internal equity within the range provided.

External websites may share our organization's job postings which includes compensation information based on similar roles and market benchmarks. These figures are provided for general comparison purposes only and are not issued or verified by our organization.

We may use Artificial Intelligence (AI) tools to support efficiencies in the candidate screening, assessment, and recruitment processes. These AI tools do not make hiring decisions on behalf of the Company, these decisions are made by our Hiring Teams.

We are committed to accommodating applicants with disabilities throughout the hiring process and will work with applicants requesting accommodation at any stage of this process.

Please note: Successful candidates will be required to provide documentation to prove their legal ability to work in the position during the onboarding process. Documentation will be assessed by the employer prior to commencement of work.

Emplacements indiqués par la source

Ontario, Canada

Consulter l’offre et postuler

Offre originale et candidature

Toutes les offres Sobeys

Qui nous sommes

Date de fin annoncée : 2026-11-30 (date au fuseau America/Toronto).

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