



Position: Field Merchandiser (Full time)

WHO WE ARE:

Hive Naturals is a female-founded retail sales and merchandising agency for natural brands in Canada. We are the first & only merchandising agency specifically focused on servicing food & beverage brands in the natural product industry. Our team conducts hundreds of retail store visits per month, we are the feet on the street for natural product brands in both natural/specialty & conventional stores. We help create the in-store buzz for brands.

POSITION OVERVIEW:

As a Field Merchandiser with Hive Naturals, you will visit and work within various retail stores representing a portfolio of natural product brands. The role will entail visiting several stores per day, 5 days per week, using sales and merchandising techniques and activities to improve the in-store presence and help drive sales of each of our brand partners

KEY RESPONSIBILITIES:

- Work 100% in the field, merchandising at retailers for our brand portfolio.
- Visit every store on a specified route
- Work Monday-Friday, starting in early morning hours or no later than 9:00 AM.
- Independently manage your responsibilities while collaborating with grocery store managers, brand-company representatives, and internal team members.
- Capture brand data (e.g., photos, notes, forms) using mobile apps (Repsly, WhatsApp).
- Take full ownership of all in-store presence for our brands, including: Improving in-store presence through display execution, void filling, off-shelf displays, and placements.
- Building relationships with grocery managers and performing effective merchandising.

- Handling secondary/tertiary placements, proper shelf management, equipment, and POS placements.
- Understanding and addressing real in-store needs and pain points, assisting store staff when applicable.
- Following Priorities laid out by Brands
- Achieve monthly key performance indicators (KPI's) and goals set by the Merchandising Manager.
- Work closely with your Team and collaborate on projects.
- Attend annual Trade shows upon request
- May be required to do other events such as street teams as requested

JOB REQUIREMENTS:

- Positive mindset, driven to accomplish goals, with high emotional intelligence, grit, and coachability.
- Familiarity with growth mentality and goals.
- Strong problem-solving, analytic, influencing, and negotiation skills.
- Experience in grocery store operations or the ability to quickly learn, including route sales, brand ambassadorship, merchandising, or similar territory sales experience.
- Premium selling skills preferred or a desire to learn and apply sales techniques.
- Passion for representing our Brand Partners, especially in the natural and specialty foods space.
- Track record of success in a self-directed environment.
- High communication level across team members, comfortable using electronic apps.
- Achieve monthly key performance indicators (KPIs) set by supervisors.
- Professional demeanour in interactions with coworkers, distributors, retail representatives, and consumers.
- Valid license, clean driving record, registration, and auto insurance.
- Willingness to drive in your own vehicle, transporting promotional merchandise and minimal product quantities between accounts within the assigned territory (a trunk or back seat is sufficient).
- Physical Requirements: Field reps work at periodically moderate to high levels of physical activity, including:
 - Standing
 - Walking
 - Reaching and grasping
 - Climbing ladders
 - Bending and kneeling to obtain and move products
 - Lifting 10 lbs. consistently and 50 lbs. occasionally

OUR IDEAL CANDIDATE:

- Passionate and knowledgeable about the CPG and natural food and beverage industry.
- Experience in retail, sales, and/or merchandising preferred.
- Positive attitude, self-motivated, results-oriented, and performance-driven.
- Team player, enthusiastic, and health & wellness-oriented.
- Highly motivated with strong initiative.

WHAT WE OFFER:

- Competitive salary
- Auto Allowance
- Cell phone allowance:
- Flexible work environment.
- Fun, enthusiastic, and supportive team.
- Opportunities for growth.
- Extended Health Benefits after 3 months for Full Time Employees

We look forward to hearing from you! To apply, please email your resume to:
hello@hivenaturals.ca