



**Join an ethical and award-winning employee owned outdoor clothing brand as Retail Sales Assistant (based in Fort William, Scotland).**

### **The Role**

Work with the store staff to create a welcoming and friendly environment, upholding brand values and ensuring the customer receives the best possible service, in order to achieve store sales targets.

### **You Will**

- Assist customers with their purchases by providing technical product knowledge and advice
- Work with the store management to ensure smooth day to day running of the store
- Operate shop floor systems, including taking payments
- Have keyholder responsibility when required.

This role is full time, and you will be required to work 5 days a week on a rota basis, between Monday and Sunday, including regular weekends.

### **You Will Be**

- Customer focussed with good people and organisational skills
- Experienced in customer services, have previous retail knowledge and have a keen eye for detail
- Outdoor market aware and have outdoor experience
- Educated with at least two Scottish Higher/A levels (or equivalent) with National 5/GCSE English language and Maths (or equivalent).

### **The Rewards**

- Competitive benefits and rewards including pension, health cash plan and profit related bonus scheme
- Additional flexible benefits options including boosted pension contributions, extra holiday or assistance with childcare costs
- Annual leave starting at 26 days rising with service, plus public holidays
- Friendly and informal environment with monthly team lunches and quarterly events
- Be part of an employee-owned business where you can clearly see the effect of your efforts
- Contribute to an award winning international company with values that you can believe in.

We are passionate and committed to being an inclusive and diverse employer, encouraging different perspectives and experiences to make us a more innovative and creative workplace.

### **The Company**

Páramo Directional Clothing designs and distributes durable garments for outdoor people, using unique and superior fabric systems to keep them comfortable in extreme environments. The products are indefinitely renewable using Nikwax® aftercare and their innovative design allows the garments to be recycled at the end of their useable lifetime.

We develop our products in-house, from the headquarters in Wadhurst, East Sussex, with the garments manufactured at The Miquelina Foundation in Bogotá, Colombia. This partnership started in 1992 and has assisted over 10,000 vulnerable women to find a better life, away from prostitution or exploitative situations. With Páramo's support, the factory has carried the World Fair Trade label since 2017.

We have an ongoing dedication to minimising our impact on the environment and a devoted group of people to help develop the business. Páramo is employee owned, which will protect and build upon our purpose and values, whilst securing a bright future for all employee owners.

We highly value our Partners, and this is an exciting opportunity to join our Group.

### **To Apply**

If you would like to apply for this position, please send us your CV & Covering Letter (clearly stating your salary requirements) by not later than Sunday 20<sup>th</sup> April 2025 to [recruitment@paramo.co.uk](mailto:recruitment@paramo.co.uk)

We aim to review applications soon after they are received and will arrange interviews when there's someone we're keen to meet. Therefore we may conduct interviews prior to the closing date and we reserve the right to close the advert early.

Candidates **must** be able to provide evidence of their right to work in the UK.

To view details of the Páramo Job Applicant Privacy Notice, please visit <http://www.paramo-clothing.com/blog/en-gb/careers/>