



# Home Accent Specialist or Rug Specialist

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With more than 40 years in the retail industry, Homemakers Furniture is a leader in providing affordable home furnishings to the state of Iowa. We seek employees who are dedicated and passionate about their work.

Due to an overwhelming interest in home accents, accessories and rugs, Homemakers is now hiring qualified candidates to assist customers in these departments. We are looking for individuals who want to work with the latest trends and styles of home décor. If you have the eye for accessorizing any area of your home, this is the place for you. The pay structure for these departments is hourly plus commission. Come join our winning team!

## **BENEFITS**

When you join the Homemakers team, you are joining a family-operated organization with a rich 40-year history in the retail industry. With the backing of Nebraska Furniture and Berkshire Hathaway, we are continuing to grow. With our family and growth-oriented culture, a career with Homemakers includes great opportunities for advancement, set schedule options, competitive pay, and fantastic benefits.

### **AS A FULL-TIME EMPLOYEE, YOU WILL ENJOY THE FOLLOWING BENEFITS:**

- Comprehensive paid training program
- Medical, dental and vision insurance
- Pre-tax Flexible Spending Accounts (health and dependent care)
- Company-paid life insurance
- 401(k) with company match
- Profit sharing
- Short-term disability
- Employee assistance program
- Employee discounts (including Nebraska Furniture Mart)
- Closed most major holidays
- Paid time off
- Paid holidays
- Opportunities for advancement

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## **POSITION SUMMARY**

The home accent specialists or rugs specialists are responsible for greeting customers and assisting them in choosing accessories, lamps, accent furniture and rugs that complement their home and their individual style. They also keep the showroom clean, stocked and presentable for customers.

## **ESSENTIAL POSITION ACCOUNTABILITIES**

- Greet and interact with customers
- Work independently while displaying a team player attitude
- Suggest complementary pieces for customers
- Interact professionally and respectfully with customers, coworkers, managers and other departments
- Apply concepts and skills taught from training
- Maintain the integrity of company values
- Continually increase product knowledge
- Provide excellent customer service
- Dust, straighten, condense and restock the home accent marketplace, mirror and artwork sections
- Clean, organize and stock rugs department
- Adhere to all company-related policies regarding operational and safety protocols
- Provide feedback to management regarding efficiencies, safety and productivity
- The above responsibilities and additional duties may vary as assigned

### EDUCATION/WORK EXPERIENCE REQUIRED

- High School Diploma or GED
- 1-2 years' experience in sales or related field

### KNOWLEDGE, SKILLS AND ABILITIES

- Basic computer skills
- Ability to relate to and showcase the customer's style or theme that he or she is trying to create at home
- Outstanding written and verbal communication skills
- Ability to think creatively to provide customers with the best solution
- Effective, professional interpersonal skills required to interact with customers and coworkers

### BEHAVIORAL EXPECTATIONS

- Respect - Follows Homemakers Core Values of honesty, integrity, customer loyalty, quality products and services, teamwork and cost effectiveness.
- Motivation - Commitment to the assigned task. Sets and achieves challenging goals, demonstrates persistence and overcomes obstacles. Measures self against standard of excellence. A self-starter. Takes calculated risks to accomplish goals.
- Quality - Demonstrates accuracy and thoroughness. Looks for ways to improve and promote quality. Applies feedback to improve performance. Monitors own work to ensure quality.
- Quantity - Willing to work with a sense of urgency. Meets productivity standards, completes work in timely manner and strives to increase productivity.
- Teamwork - Demonstrates a willingness to work with a team.
- Adaptability - Demonstrates a willingness to adapt to changing circumstances and workflow.
- Attendance - Is consistently at work and on time. Ensures work responsibilities are covered when absent. Arrives at meetings and appointments on time.

### PHYSICAL EXPECTATIONS

- Standing/walking for long periods of time
- Occasionally lifting up to 25 lbs
- Occasionally climbing a 6-foot ladder while holding artwork or clocks

### ENVIRONMENTAL CONDITIONS

- Will work indoors
- Conditions may include hot/cold temperatures, dusty surrounding and noisy work environment

Background check and pre-employment drug screen are required.  
Homemakers is a tobacco- and drug-free workplace. EOE