

SPORTS LEADER YOUR RESPONSIBILITIES

Customer Service: Through your own passion for sports, you'll share your tips and experiences with users and through our hands-on product training, you will be able to give the best technical advice for the sports you are responsible for. Decathlon has shifted over the last year into an omnichannel business so it's essential that our sports advisors are able to assist customers in all aspects of retail shopping, whether that's in-store or online!

Merchandising: Whether full-time or part-time, every Omni Sports Leader is encouraged to take responsibility for autonomously managing stock levels and pricing and to provide a high level of merchandising so that each customer can easily find the right product for their sporting practice.

Team Player: You will be part of a shop floor team of like-minded Omni Sports Leaders, practising sports and celebrating victories together, so it's important that you are able to work well within a team environment as well as independently.

WHO YOU ARE?

- > Your passion drives you to create value for people, the planet, and commerce
 - > I share the values of Decathlon on Vitality, Responsibility, Authenticity, Generosity
 - > Someone looking to combine a passion for sport with work.
 - > A people person who is prepared to go the extra mile.
 - > Someone looking for a retail career with a difference
 - > Problem solver with good communication skills.
 - > Able to play as part of the team during the busiest times (weekends and holidays)
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Additional Information:

As a Sports Leader, you will be required to work usual retail hours including evenings and weekends. The role will be shop-floor based with full Covid-19 safety regulations and precautions in place. The safety of our teammates and customers is our main priority.

WHAT DOES THE DECATHLON OFFER YOU

You will solve diverse, complex challenges for our users and our OMNI platform, with vital, responsible team members who lead with curiosity, empathy, and optimism. We work hard, but we also play sports every week together and celebrate our victories together, we create and connect with a national network. We respect each other's time and the need for work-life balance and allow for autonomy in the

design process and your career

> **Career progression** - At Decathlon, you choose your own career path, whether you aspire to become our next customer service manager or our next CEO - your opportunities for progression are endless! (zig-zag movement to shift careers roles within the company from retail, production, supply, logistics, sustainability, communication, IT, Digital, Data, etc...)

> We aspire to have a **50% Gender** Balanced Team and want **Women Leadership** in our ecosystem

> **Profit-sharing scheme** - We're one big international family that exclusively shares the profit we make with our employees.

> **Share Holding** schemes every financial year

> **Monthly bonus scheme**

> **30% staff discount** on our Decathlon products.

> **Medical Benefits** to you and your family

> **Parental Benefits**

> A **Retail Team** who offers a **5 Day Work-life** balance

> **We play sports together** and have regular team socials!

Please find below the basic CTC we will be offering, rest depends upon

The profile of the candidate:

CTC without ESIC			
Emoluments	Description	Per Month	Per Annum
Fixed Gross		25,000	300,000
Basic Salary	50% of Base Salary	12,500	150,000
House Rent Allowance	50% of Basic Salary	6,250	75,000
Leave Travel Allowance	Max 1 Month Basic will be adjusted against Special Allowance	1,042	12,500
Special Allowance	Residual Amount	5,208	62,496
Gross Salary	A	25,000	299,996
Employer Provident Fund	@ 12% of Base Salary	1,500	18,000
Employer Gratuity	@4.81% of Basic Salary	601	7,215
Max Earnable Bonus	@ -- % of Gross Salary	5,000	60,000
Cost to Company with Bonus		32,101	385,211
Cost to Company without Bonus		27,101	325,211