



Job Title: ReStore Merchandising Leader

Date Revised: July 16, 2026

Employment Status: Full-Time, Hourly, Non-Exempt

Location: Habitat for Humanity–MidOhio ReStore, Columbus, Ohio

Schedule: Five days per week between Monday and Saturday; typical hours are 8:30 a.m. – 5:30 p.m., with occasional additional hours as business needs require.

Reports Directly To: ReStore Leader

About Habitat MidOhio

Habitat for Humanity-MidOhio (Habitat MidOhio), is an Ohio non-profit housing organization working to solve the affordable housing crisis in the Central Ohio region. Established in 1987, Habitat MidOhio serves the communities of Franklin, Licking, and Madison Counties.

Mission Statement: Seeking to put God’s love into action, Habitat for Humanity – MidOhio brings people together to inspire hope, build homes, empower families, and develop communities.

Position Summary:

The ReStore Merchandising Leader is responsible for driving retail sales through exceptional merchandising, product presentation, inventory flow, and sales floor organization. This position leads merchandising efforts that maximize product visibility, improve inventory turnover, and create an engaging shopping experience for customers while supporting Habitat MidOhio's mission through sustainable retail revenue generation.

Working collaboratively with the ReStore Leader, Operations Leader, staff, and volunteers, the Merchandising Leader ensures donated merchandise is processed, priced, displayed, and maintained according to established merchandising standards while promoting operational efficiency, customer satisfaction, and store profitability.

Essential Duties and Responsibilities include, but are not limited to, the following:

Merchandising and Sales Floor Presentation

- Lead the overall presentation and organization of the ReStore sales floor to maximize product visibility and sales performance.
- Ensure merchandise is displayed in an attractive, organized, safe, and customer-friendly manner.
- Maintain visual merchandising standards throughout all retail departments, including furniture, home décor, appliances, lighting, building materials, and seasonal merchandise.
- Regularly evaluate the sales floor and adjust merchandise placement to improve customer flow and maximize sales opportunities.
- Ensure displays remain clean, stocked, organized, and visually appealing throughout each business day.

Pricing and Product Turnover

- Price merchandise accurately and consistently according to established ReStore pricing guidelines.
- Monitor sales floor inventory levels and ensure merchandise is rotated regularly to maximize inventory turnover.
- Identify slow-moving merchandise and collaborate with store leadership to implement markdown strategies, promotions, or display changes.
- Support inventory management by ensuring merchandise moves efficiently from intake to the sales floor.

Donation Processing Support

- Partner with staff and volunteers to ensure donated merchandise is processed efficiently and moved promptly from intake to the sales floor.
- Evaluate incoming donations for quality, resale potential, and appropriate pricing recommendations.
- Support efficient inventory flow while maintaining quality merchandising standards.

Staff and Volunteer Leadership

- Guide, coach, and support team members and volunteers in merchandising activities, including pricing, product placement, display construction, and organization.
- Provide day-to-day direction to staff and volunteers working throughout the sales floor.
- Reinforce merchandising standards and best practices to promote consistency throughout the store.
- Foster a positive, collaborative, and mission-focused work environment.

Store Operations Support

- Assist store leadership in maintaining a clean, organized, and safe retail environment.
- Support customer service activities and retail operations during busy periods.
- Participate in department meetings, training sessions, and operational planning related to merchandising and retail operations.
- Assist with additional operational responsibilities as assigned.

Mission Support

- Demonstrate a strong commitment to Habitat for Humanity–MidOhio's mission, vision, and values.
- Create a welcoming environment for customers, donors, volunteers, and community partners.
- Represent Habitat MidOhio professionally through positive customer interactions and outstanding service.

Position Requirements

Education:

- High school diploma or equivalent required.

Experience

- ☐ Experience organizing retail displays and maintaining product presentation.
- ☐ Experience working in a customer-focused retail environment.
- Experience supervising or directing staff and volunteers.

- Experience in nonprofit retail, thrift, home improvement, furniture, or similar retail operations.
- Experience with inventory management and point-of-sale systems.

Preferred Experience

- Previous retail merchandising or retail sales experience preferred.

Knowledge, Skills, and Abilities

- Strong visual merchandising and retail presentation skills.
- Demonstrated ability to organize retail displays that maximize customer engagement and sales.
- Strong organizational skills and attention to detail.
- Ability to prioritize multiple tasks in a fast-paced retail environment.
- Excellent customer service and interpersonal skills.
- Ability to communicate effectively with customers, donors, volunteers, and team members.
- Ability to coach, direct, and motivate staff and volunteers.
- Working knowledge of Microsoft Office and basic retail technology systems.
- Ability to exercise sound judgment and problem-solving skills.
- Commitment to Habitat MidOhio's mission and organizational values.

Other Requirements

- Ability to work a flexible retail schedule, including Saturdays, as assigned.
- Ability to work additional hours during special events, promotions, or peak donation periods.
- Ability to successfully work in a collaborative, team-oriented environment.
- Commitment to maintaining a safe and organized workplace.

Work Environment and Physical Requirements

- Lift and carry up to 50 pounds.
- Stand and walk for extended periods throughout the workday.
- Assist with moving furniture, appliances, and other large merchandise items.
- Work safely around customers, volunteers, forklifts, rolling carts, and donated merchandise.
- Perform duties in varying warehouse temperatures and conditions.

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Habitat for Humanity-MidOhio is committed to building and retaining a diverse workforce. We strongly encourage qualified candidates of diverse backgrounds to apply. We believe inclusion and diverse perspectives strengthen our workplace and our community.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, marital status, veteran status, or any other protected characteristic under applicable federal, state, or local law.

Compensation & Benefits

Compensation: \$18 - \$20/hr.

We offer a comprehensive benefits package that includes:

- Health insurance (medical, vision, prescription)
- Health reimbursement arrangement (HRA)
- Dental insurance
- Generous paid time off: 8 holidays + 5 floating holidays
- 50% match 401(k) retirement plan up to 6% of base salary.
- Flexible spending accounts
- Short-term & long-term disability insurance
- Life insurance
- Employee assistance program
- Parental Leave: Paid at 100% of regular base pay
 - Birthing Parents: Up to 12 weeks
 - Non-Birthing Parents: Up to 8 weeks
- And more!