



Opportunity Profile

General Manager

Our Mission

To be all in for our team clients and agents.

Our Vision

To be the Premier Real Estate Services company in DC, Maryland, and Virginia.

Our Values

We strive to accomplish our vision through our mission because we know that opportunity gives life purpose and super experiences make life worth living!

Our Culture

Being the best version of you is hard, we will expect you to give 100%. We place a high priority on integrity, dependability, punctuality, extraordinary customer satisfaction and going above and beyond the job profile. We offer a great work atmosphere, competitive salary, flexible schedule, and healthcare benefits.

Our Company Expectations

- Show up on time.
- Show up ready to work.
- Focus on the client experience.
- Be kind to all. (Kill them with kindness)
- Be effective. Not perfect.
- Take time to refresh and relax.
- Respect your coworkers & be part of the team.
- Strive to be physically & mentally fit.
- Have emotional stability.
- Set personal & professional goals.
- Dress appropriately.
- Persevere when difficulty arises.

Our Principles

- Yes Mindset
- No Excuses
- No Regrets
- Take Responsibility
- Have Accountability
- Make the Decision

Job Summary

The General Manager will plan and oversee the daily operations of the All in One organization to ensure goals and objectives are achieved.

Supervisory Responsibilities

- Promote and uphold the Super Culture
- Hires and trains new employees.
- Organizes and oversees the schedules and work of assigned staff.
- Conducts performance evaluations that are timely and constructive.
- Handles discipline and termination of employees as needed and in accordance with company policy.
- Responsible for driving results for every All In One division.

Duties/Responsibilities

- Plans and organizes daily activities related to production and operations.
- Measures productivity by analyzing performance data, financial data, and activity reports.
- Coordinates with other support departments such as human resources, finance, and logistics to ensure successful production operations.
- Oversees Field Services, Office Operations and works closely with Growth department.
- Determines labor needs to meet production goals.
- Assists with budget preparation for operations unit.
- Coordinates with marketing and sales departments to determine pricing, timing, and number of sales promotions, and products to be sold.
- Assists with, or prepares and updates, organization's operations manual and policies.
- Performs other related duties as required.

Required Skills/Abilities

- Excellent managerial and supervisory skills.
- Extensive knowledge of operations and service company management.
- Ability to interpret financial data as needed to set goals.
- Excellent organizational skills and attention to detail.
- Excellent written and verbal communication skills.
- Proficient in Microsoft Office Suite, ISN, Spector.

Education and Experience

- Bachelor's degree in business management, Business Administration, or related field preferred
- Five years of related experience required.
- Knowledge of Real Estate Industry and Service Industry Management

Physical Requirements

- Prolonged periods sitting at a desk and working on a computer.
- Must be able to perform duties necessary to, home inspection, pest control, and environmental services. Including but not limited to- walking on uneven ground, climbing stairs and ladders, getting on roofs and in attics and walking and standing for long periods of time.
- Must be able to lift 30 pounds at a time.

Key Skills

- Strong attention to detail.
- Strong verbal communication skills.
- Exceptional organizational skills.
- Well-developed empathy for working with stressed clients.
- Ability to actively listen and remain calm under pressure in confrontational situations.
- Ability to interpret and analyze data.
- Concern about doing things the "right way".

Compensation and Benefits

- \$55,000-\$60,000 annually (With opportunity to earn a percentage of the company's revenue)
- Quarterly Bonus based on achieving and maintaining a profit margin of 20% or greater.
- Medical, Dental and Vision Insurance
- 401(k)
- Life Insurance
- Employee discount

Why Join Us:

Join All In One, which values your leadership skills and believes in delivering outstanding service. As a General Manager, you'll have the opportunity to make a meaningful impact on customer satisfaction and contribute to our company's growth and success.

If you're passionate about problem-solving, possess exceptional communication skills, and are dedicated to turning negative experiences into positive ones, we encourage you to apply and become a vital part of our customer-focused team.

To apply, please submit your resume and complete our application by visiting <https://superteamservices.com/all-in-one-home-inspections/careers/>