



STORE MANAGER LEADING THE MISSION

Store Managers are the drivers of our success. Being entrepreneurs at heart, our high-impact managers mobilize their teams to fulfill our mission: delivering Extraordinary Service & Innovative Solutions and being our customer's best and favorite right now HVACR distributor. Their business-owner mindset focuses on operational excellence, being hard-wired to think strategically, act boldly and always look ahead, anticipating change and placing themselves at the center of the business. They lead by example and are masters of every aspect of their Store's operations, being ready to step in and serve customers at any time. They bring a solid business acumen, along with a deep sense of accountability, knowing when to take charge and when to empower others. They attract and cultivate talent, build loyal customer relationships, and create a "safety first" culture of continuous improvement, excellence, growth, and success. If you're passionate about people, motivated by results, and are excited to grow your own business and a team at the same time... this is the place to make your mark.

SUCCESS FACTORS

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ENGAGEMENT

Our Store Managers don't manage from their offices – they lead from the floor. They're fully present, hands-on, and deeply connected with both customers and Team Members. Always dialed in, they act as player-coaches – guiding, mentoring, supporting, and making quick, smart decisions without micromanaging. They're curious and identify and solve issues quickly with their teams. Their service-first attitude keeps their operations running smoothly while fostering strong relationships, being fully aware and actively involved in every aspect of the business.

TEAM BUILDING

Great managers build great teams. Our Store Managers cultivate a healthy, high-performing, people-first culture that is rooted in our Mission, Vision, and Core Values. They attract, hire, train, and retain the best talent, fostering a “win together” mindset and serving as their team's learning champion. With clear communication, hands-on support, and a passion for people, they lead from their heart, building their network with deep, lasting relationships. They don't just manage – they build trust, spark excitement, and thrive on preparing people for career advancement.

ENTREPRENEURSHIP

Our Store Managers think and act like entrepreneurs. They take ownership, run the branch as if it were their own, and act as a Chief Excellence Officer – driving performance, sales growth, and innovation. Alignment with our Larson culture and their Area strategy is essential. Always looking ahead, they anticipate change, spot new opportunities, and inspire their teams to do the same. Our best managers are never satisfied; they're forward-thinking leaders who shape the future instead of reacting to it. Driven, curious, and people-focused, they make things happen.



COME FOR THE JOB. STAY FOR THE CAREER.

EXPERIENCE PREFERRED

- Bachelor's Degree and/or
- 5-10 years of related experience
- Background in HVACR industry
- Wholesale distribution experience
- Success leading teams with multiple roles
- Business development accountability

EDUCATION PROVIDED

New Store Managers will be enrolled in our MyPath Sales Operations onboarding program, where you'll learn and experience our warehouse, counter sales, inside and outside sales roles. Your customized education will include People, Product and Process courses in our LarsonYou Learning Management System – equipping you with the knowledge needed to succeed in your role.

CAREER MOBILITY

We want you to change jobs... as long as it's with us! Our Store Managers have access to limitless career growth opportunities, including potential advancement to becoming an Area Operations Manager, Territory Manager or Segment Leader.

FAQ | GLAD YOU ASKED

HOW DOES ONBOARDING WORK?

High-impact managers understand the roles of the people they manage. Our accelerated onboarding program will introduce you the warehouse, counter, and sales functions – giving you the knowledge and confidence needed to lead your team. You and your manager will customize your initial onboarding, education and learning strategy that may last up to six months.

HOW ARE THEY COMPENSATED?

Store Managers can expect competitive wages, generous benefits, and opportunities to earn additional compensation based on store sales, profitability and performance.

WHAT TECHNOLOGIES ARE AVAILABLE?

You and your team will have access to the distribution industry's best information technology, including Office 365, Epicor P21, HubSpot, and Prokeep - along with best-in-class hardware and wireless technologies in the warehouse. Our e-commerce site is your 24/7 online sales tool.

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OPERATIONAL EXCELLENCE

Our Store Managers are obsessed with running a great branch. They manage inventory with precision, maintain a smooth product flow, and ensure 100% order accuracy, all while keeping their stores and warehouses clean, organized, and attractive. With accurate forecasts, tight stock control, quick turnaround, and seamless coordination across their sales, buying, and delivery teams, they make sure the right products are in the right place at the right time. Detail-oriented, safety-aware, and process-driven, they strive to achieve one-stop, same-day product availability.

BUILDING CUSTOMER RELATIONSHIPS

Great Store Managers lead by example when it comes to building strong customer relationships. They're always out front, greeting contractors by name, getting to know their businesses, asking the right questions, and showing urgency when it matters most. They're available, approachable, and knowledgeable – always ready to serve. By modeling responsiveness and a service-first mindset, they set the standard for the entire team on how we become our customers' favorite, trusted, right-now distributor.

GROWING PROFITABLE SALES

Driving profitable sales starts with the Store Manager. It's more than just hitting numbers – it's about leading the charge, engaging with customers, and being ready to build new relationships every day. Our Store Managers love to sell, actively participating in the sales effort while guiding their team to improve. They stay flexible, embrace change, and continually push themselves and the team to grow. Because in the end, profitable growth isn't just the sales team's job – it's everyone's mission, and it starts with them.

PRIMARY DUTIES



WHY LARSON?

STORE MANAGER LEADING THE MISSION



LEANN M.
STORE MANAGER | DENVER, CO
EXTRAORDINARY SERVICE SINCE 2022

“It’s satisfying creating a positive experience for my customers and ensuring they have a great shopping experience. I love building and working with a collaborative team. As a Store Manager, I have more autonomy in day-to-day business operational decisions based on the needs of my customers and our branch. It’s rewarding to have the ability to influence people’s lives. I feel a sense of purpose in contributing to our employees’ professional and personal development, knowing that I work with an engaged and amazing team. I also enjoy the challenge of achieving operational excellence, exceeding our sales goals, and continuously improving overall team performance. I also enjoy helping our customers and finding what they need, resolving their issues, and potentially taking a small burden off their shoulders – even turning their day around. We have some of the most loyal customers that I’ve ever had the opportunity to serve. This job would be perfect for someone who enjoys serving others - customers, team members, peers, and our suppliers.”



MIGUEL R.
STORE MANAGER | DES MOINES, IA
EXTRAORDINARY SERVICE SINCE 2003

“What I enjoy most about working at Larson is the opportunity to share my knowledge and help others grow in an industry that’s essential to everyday life. The culture of collaboration across our region and organization makes it easy to stay connected and supported, and I truly appreciate the freedom to make decisions without being micromanaged. It’s incredibly rewarding to get the right products to our customers quickly, knowing it helps keep heating and cooling systems running smoothly. What gets me up in the morning is the team I work with and the chance to support small, local HVAC businesses. If you enjoy coaching others, value independence, and want to make a real impact, this is the perfect place to build a meaningful career.



*Your pathway to learning, growth,
and career success begins here...*

READY TO IGNITE YOUR CAREER AND JOIN THE LARSON TEAM?

Click on the links below
to view our current openings

Gustave A. Larson
[MyPath Career Center](#)



Your future is calling you to Larson...
we look forward to meeting you!

