

A D E L A N T E

S H O E C O .

Title: Sales Associate

Compensation: \$17/hour, plus 3% - 20% Commission (see page 2 for details)

Location: 321 Newbury St, Boston MA

Position Type: Part-time, 1099

About Adelante Shoe Co.

www.adelanteshoes.com

Adelante Shoe Co. is a mission-driven startup that delivers handcrafted, made-to-order shoes direct from our workshop in Guatemala to the customer's door within 10 days. We started Adelante to further economic development in Latin America, and our centralized production model provides customers with more sizing options and aesthetic customization options than any other brand.

About the Position

Adelante Shoe Co. is hiring two reliable, part-time Sales Associates to staff our store at 321 Newbury St. Sales Associates should expect to work 1 - 2 days/week and should have the flexibility to work on weekends. The position will report to the Adelante Associate Retail Manager.

Email nathan@adelanteshoes.com with interest!

Responsibilities

- Welcome customers into the Adelante store and brand experience
- Communicate the brand story and value proposition to customers compellingly
- Keep the Adelante store clean and organized
- Sell, sell, sell!

Sales Compensation Structure

\$ Sales Target	Compensation Structure	Total Compensation
Up to \$500	\$17/hour + 3% of sales	\$120 — \$135
\$500 — \$999	\$17/hour + 5% of sales	\$145 — \$170
\$1k — \$1.49k	18% of sales	\$180 — \$270
\$1.5k — \$1.99k	19% of sales	\$285 — \$380
\$2k +	20% of sales	\$400 +

* Total Compensation assumes an 8 hour work day

* Average product (footwear, accessories) sale price is \$200