

Description

We are HALO! We build brand engagement for our over 60,000 clients globally and lead our \$25B industry through the dedication of over 2,000 team members across the United States.

HALO is looking for a Product Merchandiser to **lead the product development sourcing lifecycle across one or multiple client accounts**. You will create **exceptional branded merchandise** for each account by utilizing market trend research, client initiatives, and brand strategy while working with internal teams to achieve client margin requirements, meet firm deadlines, and maximize profitability.

HALO is committed to its hybrid workplace model and believes bringing teams together in-person on common days is essential to operate as One HALO. As part of this effort, we require employees that resides within a 30-mile radius of the Sterling, IL or Oakbrook, IL offices to work from these locations anywhere from 1-3x a week.

Responsibilities

- Develop, source, and execute the strategic product assortment that aligns to our client(s) needs for e-commerce & catalog promotional product to drive sales, conversion rate and overall profitability for the SKUs and categories.
- Serve as the brand ambassador for client(s) and expert on brand guidelines, marketing campaigns, product trends and industry competition.
- Utilize relevant reporting and analysis to communicate business trends, SKU level performance.
- Conduct quarterly internal & competitive analysis to identify best practices and recommend action steps.
- Engage with internal & external cross-functional partners to communicate and establish work-back calendars for timely product launch dates.
- Manage the timely delivery of product specific materials for client meetings; PowerPoint presentations, costing information and spec samples for client meetings.
- Responsible for vendor sourcing, product development & cost negotiations; understanding the importance of meeting target margins and price point tiers.
- Enter and own sample order process and account sample budget from start to finish.
- Serve as internal expert on supply chain capabilities, product trends, and ways to stay ahead of the competition by attending promotional product trade shows & supplier presentations (in person/virtual).
- Collaborate with Creative Team to provide direction on design for trend presentations, product mockups, web photography and other needs.
- Responsible for creating & maintaining item bill of materials for the Operations team to load including approved proofs, product copy, size charts and web ready photography.
- Support Account Executives and Marketing by attending and assisting with client-owned events such as tradeshow, pop-up shops and national sales meetings.

Requirements

- 2+ years of overall merchandising experience

- 2+ years of vendor sourcing, strategic product assortment development experience, and cost negotiations
- Ability to travel 4-6 times a year to attend tradeshows, pop-up shops, and annual sales meetings
- Proficiency in Microsoft Word, Excel, Outlook and PowerPoint
- Excellent oral, written and interpersonal communication skills
- Strong business math skills with the ability to look at the numbers, trends, and data and come to conclusions based on the findings--including a working knowledge of gross margin and assortment planning
- Ability to make independent decisions with little supervision while managing resources prudently
- Ability to articulate and sell a concept to a business team, both external and internal, with strong presentation skills
- Ability to effectively provide, receive and respond positively to constructive feedback
- Ability to provide deliverables under deadlines with a high level of accuracy
- Pleasant, patient and friendly attitude
- Curious, flexible and good humored with a positive “can do” attitude

Preferred qualifications

- Bachelor's degree in marketing, communications, business or related field, or equivalent work experience preferred
- 8+ years of experience of combined merchandising experience
- 2+ years of experience in the promotional products industry
- Adobe Illustrator experience

More about HALO

HALO is the global leader in branded merchandise, uniform programs, and recognition and incentive solutions. We partner with our clients to break through the clutter of our media saturated world and connect their brands to customers, employees and other audiences critical to their success. As a team member you can expect a positive culture of ingenuity, inclusion, and relentless determination.

We also offer:

- **Career Advancement:** At HALO, we love promoting from within. Internal promotions is the key to our exponential growth in the last few years. With so many industry leaders at HALO, you'll have the opportunity to accelerate your career by learning from their experience, insights, and skills and gain access to HALO's influential global network, leadership experiences, and diverse thinking.
- **Culture:** We love working here and know that you will too. You can expect a positive culture of *ingenuity, inclusion, and relentless determination*. We push the limits of possibilities and imagination by staying curious, humble, and provocative in order to break through yesterday's limit. Diversity is the source of our creativity and we thrive

when each of contributes to an inclusive culture of respect, dignity, and equity mindset in everything we do. We keep our promise for excellence with an unrelenting commitment to achieving results and supporting one another to stay accountable, transparent, and dependable.

- **Recognition:** You're going to succeed here, and you can count on us to celebrate your wins. Colleagues across the company will join in recognizing your big milestones and nominate you for awards. Over time, you'll earn so much recognition that you can convert into gift cards, trips, concerts, and merchandise at your favorite brands.
- **Flexibility:** We pride ourselves on flexible schedules that help you find a balance between professional and personal demands. We believe that supporting our customers is the priority and trust that you and your manager will find a schedule to achieve that priority.
- **Work with your favorite brands:** HALO clients include over 100 of the Fortune 500 as well as thousands of mid and small-size organizations. You'll be on teams that are focused on the future of our industry and bringing our customers fresh ideas that are first-in-the-world.
- **Stay well at HALO:** At HALO, we have benefits that support all parts of your life and to find a work-life balance custom to you. *We offer easily accessible mental healthcare for you and your family.* Our program focuses on behavioral health coaching, therapy and psychiatry, personalized skill development, and providing access to care for your dependents. In addition, we offer *nation-wide coverage* Medical, Dental, Vision, Life and Disability insurance, and additional Voluntary Benefits. Prepare your financial future with our 401K Retirement Savings Plan, Health Savings Account (HSA), and Flexible Spending Accounts (FSA).

HALO is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We insist on an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy (including childbirth, lactation and related medical conditions), national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information (including characteristics and testing), military and veteran status, and any other characteristic protected by applicable law. Inclusion is a core value at HALO and we seek to recruit, develop and retain the most talented people.