



Operations and Distribution Manager

WHO WE ARE

CFMWS. A job with purpose. Our 4000+ person strong organization champions a healthy, fun, creative and active lifestyle for Canadian Armed Forces members, Veterans and their families. Help us deliver a variety of recreation and fitness programs, offer family support, organize charity events and make sure our members access retail, travel and banking discounts and customized financial services. At Canadian Forces Morale and Welfare Services (CFMWS), we love what we do. And we live it too.

SALARY: 64,460.00 – 75,850.00 CAD Per Year
LOCATION: Ramstein, Germany
POSITION TYPE: Full Time Contract of 3 years
September 15th, 2025 – September 15th, 2028

THE ROLE

Under the direction of the Senior Manager PSP, The Operation and Distribution Manager plans, manages and evaluates distribution operations within the assigned regions. They are responsible for evaluating financial results, operational expenses, analyze cost savings and/or efficiencies, and recommend corrective action as required. They manage and implement inventory control programs, as well as manage and oversee the control and security of funds and accounting documents. They manage financial transactions and commitments within an approved budget. They serve customers, ensuring customers are authorized to shop by verifying proper identification and status, as required.

QUALIFICATIONS NEEDED

Education, Certifications and Licenses

College diploma or certificate in Business Administration, Commerce, Economics or related field AND some years of experience in retail or a related field

OR

Provincial Responsible Service of Alcohol certification, as required

Experience

In retail operations management
In developing marketing and promotional strategies
In planning, managing and evaluating the operations and delivery of marketing and promotional programs
In business planning
In budget administration
In preparing reports
In personnel administration
In the analysis and interpretation of financial statements and reports
In applying policies, procedures, and regulations
In managing inventory

Competencies

Client focus, organizational knowledge, communication, innovation, teamwork and leadership.

LANGUAGE REQUIREMENTS

Bilingual (English and French) Essential

Reading: Advanced

Writing: Functional

Oral: Advanced

BENEFITS AVAILABLE

Health Benefits: Drug coverage, healthcare spending account, virtual care (telemedicine), Employee and Family Assistance Program, mental health support, travel insurance, dental, vision, life insurance, disability insurance and accidental death and dismemberment coverage.

Work Life Balance: A wide range of paid/unpaid leave, including paid vacation, family related leave and personal days.

Retirement Planning: A Defined Benefit Pension Plan and Group Savings Plans.

Learning and Development: Payment of professional association memberships, online learning opportunities including a LinkedIn Learning subscription and second language training.

Perks: Discounts through CF One Member Appreciation.

TAX FREE FOREIGN SERVICE BENEFITS (Approximat Amounts)

Foreign Service Premium: \$ 1,524.78 monthly

Post Specific Allowance: \$ 330.00 monthly (**GK rates, see FSB payment sheets for other rates**)

Post Living Allowance: Based on monthly Canada Price Index \$412.78

Shelter/Utilities Allowance: Based on Rent Ceiling calculation (salary, family size and rent cost)

Chalet Program: Subsidized rentals across Europe funded by the European Unit Fund

European Unit Fund Membership: Travel, recreation and activities organized and subsidized and/or funded by the European Unit Fund

Fuel Discount Card: Tax Free Fuel in Germany with specific provider

OTHER INFORMATION

This is a Sponsored Fixed Term Employment Contract for an initial term of 3 years, with a possibility of renewal.

Available as a secondment opportunity for all NPF employees. By applying to this opportunity, you agree to participate in our screening process to ensure situational awareness.

The successful candidate must meet all requirements of a Security Reliability check and must be a Canadian citizen.

The successful candidate must agree to complete the screening process for all sponsored SNPF and their families posted in Europe using the current CAF screening process and personnel. This screening process involve a medical and social worker evaluation.

The successful candidate, sponsored by the Commanding Officer, selected to staff a position in OUTCAN (Europe) may be eligible for relocation benefits specifically outlined in HR POL 32, OUTCAN Relocation.

This is an on-site position with an assigned work location.

Deadline to Apply is March 7th, 2025 11:59 Hours Central Berlin Time

START DATE

September 15th, 2025

INCLUSION AND ACCOMMODATION

CFMWS is committed to providing an inclusive, equitable and accessible environment, where all employees feel valued, respected and supported. We welcome applications from all qualified candidates who can help us build a workforce that reflects the diversity of Canadian society. Workplace accommodation measures are available to all candidates identifying a need during the selection process.

To apply, scan the QR code which will take you to the application page.



Or click on the following URL: [Apply](#)

To view all opportunities:



[CFMWS](#) | [MFS](#) | [OUTCAN Europe](#) | [CFMWS](#)

Do not see an opportunity that currently interests you? Visit www.cfmws.ca/careers and apply to our General Application.