



## Fishermans Daughter - Sales Associate

### HOST INFORMATION

**Company Description:**

*Chatham is a quintessential New England seaside village famous for all things Cape Cod. The summer provides daily opportunity for sand, sea, and surf.*

*Fisherman's Daughter is a retail boutique located at 521 Main Street in Chatham on Cape Cod. The coastal lifestyle brand has its own curated collection of women's resort wear, screen printed original nautical-inspired illustrations for women, men, kids and babies, and carries over 50 other brands in fashion, jewelry and accessories. We employ seasonal staff from multiple American universities and other friends of the brand.*

*The store is extremely vibrant and heavily trafficked with a diverse international clientele in line with any summer coastal town in New England. We attempt to engage directly with every customer by introducing the FD brand story and creating a dynamic and memorable experience.*

**Employee Perks:**

- We provide housing for **\$50/week (no deposit)!**
- Welcome Dinner and Staff Parties!
- Employee discounts!

**Host Website:** <http://www.fishermansdaughtermarket.com>

**Site of Activity:** Fishermans Daughter

**Parent Account Name:** Fishermans Daughter

**Host Address:** 521 Main St Chatham , Massachusetts , 02633

**Nearest Major City:** Boston , Massachusetts , Over 50 miles away

### PLACEMENT INFORMATION

**Job Description:**

*As a sales associate your day-to-day duties include, but are not limited to, focusing your attention to the sales floor and the customers first and foremost. Explaining to new customers the history of Fisherman's Daughter and being available to assist them in any way and answer any questions. Maintaining a comfortable capacity in the store for a more enjoyable shopping experience. Making sure items on the sales floor are organized and shoppable. You'll be expected to use and understand the Square point of sale register system to check people out. At closing time tidying up, taking trashes out, and giving a good vacuum and mop before you lock up for the night.*

*Creating a friendly and warm environment for the customers best shopping experience. Maintaining organization on the sales floor. Restocking and refolding printed gear. Assisting the customers with any questions or concerns/offer thoughtful suggestions. Handling of sales transitions. Cleaning and organizing of store after closing. Arriving and clocking out of work on time.*

**Typical Schedule:**

*The schedule will vary from week to week, however, the store is open 10am-8pm 7 days per week. A typical shift is 6-8 hours either opening (ie 10-4 or 10-6 or an afternoon shift (ie 1-8 or 1-9))*

**Drug Test required:** No

## COMPENSATION

**Hourly Wage:** \$16

**Eligible for Tips:** No

**Estimated weekly wages including tips:** \$608

**Bonus:** Yes

*\$300 end of season cash bonus if participant completes agreed upon number of weeks.*

*\* All figures above are pre-tax*

**Estimated average number of hours per week:** 38

**Estimated minimum number of hours per week:** 32

**Estimated maximum number of hours per week:** 45

**Potential fluctuation in hours per week:**

*Fluctuations in hours per week are largely due to staffing shortages due to illness or travel or other outside of work commitments for other employees.*

**Average number of hours per week reached by last year's seasonal employees:** 36

**Overtime Policy:**

*Yes, paid after 40 hours*

**Job-Specific Benefits:**

*We provide free Fisherman's Daughter clothing (tees, tanks, hoodies) for all employees. We buy lunch here and there and coffee and ice cream on occasion.*

## JOB REQUIREMENTS

**English Level required:**



**Advanced**

**Required to be 21+:** No

**Previous Experience required:** Yes

*Previous retail or restaurant experience is very helpful but not required. Experience with computerized point of sale systems (especially Square) is ideal but not required. Customer service and an ability to speak with and engage people of all ages and backgrounds is needed.*

**Qualifications & Conditions**

*Lifting*

*Lifting requirement: 25lbs/11kgs*

*Description:*

*Boxed inventory as delivered by UPS, FedEx, etc. needs to be moved 15-20 meters (ie out of the way).*

*Standing for entire shift*

**Job Training required:** Yes

*Length of job training:*

*Two 4 hour (paid) shifts - one on the sales floor and one on the product.*

*Hours per week during training period: 32*

*Different wage during training period: No*

*Start on specific day of the week: No*

*Training requirements:*

*Come with a great attitude, comfortable shoes, ready to listen, learn and ask questions.*

**Need to wear uniform:** Yes

*Uniform Policy:*

*Fisherman's Daughter clothing (provided at no charge) and shorts (not too short) or jeans (no holes) or a skirt. No leggings. No bike shorts. The store is a coastal lifestyle boutique in an upscale yet casual New England/Cape Cod town. Casual but looking fresh.*

*Cost of uniform: \$0*

*Uniform laundry: Participant responsibility*

**Dress Code:** Yes

*Description:*

*Fisherman's Daughter clothing (provided at no charge) and shorts (not too short) or jeans (no holes) or a skirt. No leggings. No bike shorts. The store is a coastal lifestyle boutique in an upscale yet casual New England/Cape Cod town. Casual but looking fresh.*

## CULTURAL OPPORTUNITIES

### **Types of Cultural Opportunities:**

*Trips to Major City, Potlucks or Dinners, Shopping Trips, Will provide information about Events, Local Resources, Attractions/Sites, Local Community, Trips to Nearby/Major Attractions, Company Parties, Holiday Events, Movie or Game Nights*

### **Additional Details about Cultural Offerings:**

*The town of Chatham offers sandy beaches, boating, nature trails, and freshwater ponds. The town has band concerts, baseball games, art walks, and hosts one of the oldest 4th of July parades in America.*

*We will be hosting Welcome Dinners, staff parties and other fun events.*

## HOUSING AND TRANSPORTATION

**Housing Provided:** *Yes. Employer Guarantees employer - owned or employer - arranged housing to all hired participants. Required to stay.*

### **Employer-owned or employer-arranged housing description:**

*Housing is a two bedroom 2nd floor apartment located at 400 Main Street in Chatham. Each participant gets their own bedroom. We charge \$50 per week per room. The apartment is one of two residential apartments on a property that has a variety of other businesses on the ground floor. There is a barber, bike shop, bagel shop, vintage boutique, a photographer and a few others. It is at the end of town that is more quiet and most businesses close by 7 or 8pm. The apartment is a 3-4 minute walk up Main Street to the store. The apartment has a full kitchen, microwave, full size refrigerator, stove top, oven, two twin beds/bedding, cookware/plates/glasses, etc., AC, private shower and washer/dryer. Bicycle rentals with lock and helmet are available on site.*

**Lease Agreement:** *No*

### **Onsite Amenities:**

*WiFi: Yes*

*Description:*

*The apartment does not have internet, although we do have a hotspot in the apartment. There is also a cafe below the apartment that offers free WiFi usage during business hours.*

*Phone Service: Yes*

*Description:*

*The store has a dedicated cell phone that is always available. There is no land line. Previous participants have gotten US SIM cards which takes less than one hour.*

*Kitchen facilities: Yes*

*Description:*

*There is full kitchen access in apartment. Sink, oven, stovetop, fridge, microwave, plates, pots, pans as needed.*

*Laundry facilities: Yes*

*Description:*

*Full size washer and dryer in apartment's bathroom.*

### **Occupancy Requirements for Provided Housing:**

*Minimum Occupancy Per Room: 1*

*Maximum Occupancy Per Room: 1*

*Suggested Occupancy Per Room: 1*

*Rooming Arrangement Description:*

*We have a 2br apartment specifically for this program. Each participant will get their own bedroom with shared kitchen and bath. The apartment is not co-ed.*

**Provided Housing Cost:**

*Required to Pay for Provided Housing: Yes*

*Cost per Week: \$50*

*Housing Cost Deducted from Paychecks: Yes*

*Utilities Costs: No*

*Housing Deposit: No*

**Transportation to Worksite:**

*Walking Commute Time*

*Estimated commute time: Under 15 minutes*

*Description: Five minute walk or three minute bike ride up Main Street.*

*Biking*

*Estimated commute time: Under 15 minutes*

*Bicycles are provided free of charge: No*

*Bicycles are not provided: No*

*Bicycles are available to rent: Yes*

*Estimated cost: \$150*

*Total: Yes Per Day: No*

*Description: Seaside village*

## ARRIVAL INFORMATION

**Arrival Instructions:**

*Fisherman's Daughter will arrange to pick you up in Boston or provide options for car hire or bus to Cape Cod. Boston airport is 1 1/2 to 2 hours drive to Chatham. Flight details and arrival information should be sent as visas are approved and tickets purchased. All information can be sent to Andrew via text, email or WhatsApp.*

**Suggested Arrival Airport:**

*TF Green Providence (Rhode Island), PVD, Over 50 miles*

*Boston Logan International, BOS, Over 50 miles*

**Estimated cost of transportation to worksite from suggested airports: \$100 to \$150**

**If arriving after regular hours:**

**Suggested After-Hours Accommodation:**

Hampton Inn Boston Logan Airport  
230 Lee Burbank Highway  
Revere , Massachusetts 02151  
[https://www.hilton.com/en/hotels/boslahx-hampton-boston-logan-airport/?SEO\\_id=GMB-HX-BOSLAHX&y\\_source=1\\_MjA4MzE3Ny03MTUtbG9jYXRpb24uZ29vZ2xlX3dlYnNpdGVfb3ZlcnJpZGU%3D](https://www.hilton.com/en/hotels/boslahx-hampton-boston-logan-airport/?SEO_id=GMB-HX-BOSLAHX&y_source=1_MjA4MzE3Ny03MTUtbG9jYXRpb24uZ29vZ2xlX3dlYnNpdGVfb3ZlcnJpZGU%3D)  
(781) 286-5665  
\$100 to \$150

## TRAINING AND ONBOARDING

**Pre-Arrival Onboarding:** No

**Social Security Number:**

Require participants to apply for SSN before arrival at worksite: No

Details about how to apply for Social Security Number:

We can provide transportation to/from the Social Security office in Hyannis.

Nearest SSA Office: Hyannis , Massachusetts , Less than 25 miles

**Other:**

Wage Payment Schedule:

Payroll is every two weeks by direct deposit.

Meal Plan: Not available

Provide Certificates/Performance Evaluations: Yes

Hire in Groups: Yes

Maximum Group Size:

Grooming Requirements:

All Fisherman's Daughter employees are expected to arrive showered, rested and fed. Not hungover, not high and not straight off the beach. Tattoos are fine. Piercings are okay. The uniform is Fisherman's Daughter printed tees, tanks and hoodies/pullovers. These will be provided at no cost. Shorts (not too short), skirts, jeans are all fine. No bike shorts and no leggings. The job is a sales person at a fashion boutique, so look the part.

Second Job Availability: Yes, likely

Applicable Company Policies:

The store is a well established, high trafficked retail destination. We have a dynamic, diverse, engaging staff and ownership with a wide-range of passions, education, travel experience and stories. We love to laugh, but take the customer experience very seriously. We engage everyone. We are the only store on Main Street (out of maybe 50) that maintains capacity (12-15 persons). Taylor has built a very loyal customer base. The pace can be intense, but we find a way to make it fun and funny. No cellphones on the sales floor. We always have

snacks in the back and a water bubbler. You never know when one of us will spring for a round of coffees, a sandwich or something else. The staff is generous and loyal. No smoking in the apartment as it is a very old building with adjoining businesses. The schedule is done one week to 10 days in advance for two weeks at a time. There is no set schedule. The store is open from 10am-8pm 7 days a week. Closing duties can extend work until 9-930pm. We work with an Human Resources consultant who keeps the store in compliance with labor laws and employer/employee relations for the State of Massachusetts.

## COMMUNITY AMENITIES

### ***Walking Distance from Worksite:***

*Food Market, Post Office, Bank, Restaurants, Internet Cafe, Public Library, Beach*

### ***Walking Distance from Housing:***

*Food Market, Post Office, Bank, Restaurants, Internet Cafe, Public Library, Beach*

### ***In Town, Requires Transportation:***

*Fitness Center*

### ***Unavailable:***

*Shopping Mall*