

Job Description - StoreAssociate

Last Updated 02/23/2026

Information

Job Title	Warehouse Associate	Position Type	Full-time, seasonal, occasional overtime required, weekly schedules change occasionally, weekend work is required and days off may not be consecutive
Classification	Nonexempt (hourly)		
Reports to	Warehouse Manager		
Supervisory Responsibilities	None	Salary	\$15.50 - 16.50 per hour

Job Summary

Warehouse associates provide superior customer service by ensuring a well stocked store and soil line on a timely basis. They also create a clean, organized, and welcoming customer-friendly environment.

Duties & Responsibilities

- Work with Warehouse Manager to determine stocking needs for the store, pallet line and nursery areas.
- Assist in maintaining a clean and organized product floor, and ensure a welcoming, customer-friendly environment.
- Move products to and from store, warehouse, nursery, other backstock locations and customers' vehicles.
- Accurately organize, label, price, and count products.
- Perform quarterly inventory stock counts with Warehouse Manager.
- Must be able to lift 50 bags to load into customer vehicles throughout the day and assist in setting up displays and fountains.

Required Skills & Abilities

- Superior communication skills with customers and team members
- Able to calmly and politely handle customer complaints, diffuse difficult situations, and involve management if the situation warrants it.
- Able to learn new ways of doing things and to embrace Rick's methods.
- Able to fill many roles as a collaborative member of a team.
- Able to be adaptable, flexible and to do work that includes frequent interruptions and shifts in direction.
- Able to work efficiently and independently when performing detail-oriented tasks that are both assigned and self-initiated.
- Able to maintain a positive and encouraging attitude.
- Able to remain enthusiastic about fast paced, physical work.

Required Qualifications

- High school diploma or equivalent

- Proven capabilities in a customer service or sales role
- Experience using computer applications
- Basic math skills
- Shift flexibility, including weekends and holidays
- Able to work within a group with a friendly and positive attitude

Preferred Qualifications

- Warehouse/Inventory Stocking experience
- Work Safety knowledge
- Forklift operational experience

Physical Requirements

- Bending and kneeling
- Standing and walking for long periods of time
- Lifting up to 50 pounds multiple times a day
- Carrying products up and down stairs
- Working outside in all weather