COMPANY MISSION

Vintner’s Daughter creates the world’s most coveted and beloved nutritional skincare made from whole plants and plant actives that deliver uncompromising quality and performance to positively impact the skin and lives of our customers.

COMPANY OVERVIEW

Vintner’s Daughter was founded on the principles of unparalleled quality and efficacy, inspired by our founder April Gargiulo’s background in the world of fine winemaking and its uncompromising standards. We apply these same, exacting principles to our sourcing and formulation processes, which is why Active Treatment Essence™ and Active Botanical Serum™ have set new standards for performance, quality, and safety. Using both ancient and modern techniques, we create nutritional skincare that is instantly recognized by the skin, and amplifies its own powers of regeneration, balance, and repair. The results are lasting and generative, meaning skin gets better with every use. Achieving such excellence requires a great amount of time and resources, and a commitment and dedication to the ideals of craftsmanship. Shortcuts cannot be taken when you insist upon making the very best of something. This is the philosophical foundation upon which we are built. We also believe in giving back and minimizing our environmental impact. As such, sustainability is at the core of everything we do from sourcing, to packaging to our fewer, but better philosophy. We are proud to donate 2% of every purchase to charities dedicated to protecting, educating, and empowering women and children around the world. Making the world’s finest skincare is what we are passionate about and provides us with the opportunity to forge lifelong connections with our incredible customers through mutual respect, giving back, deep gratitude and a shared reverence for beauty in all its forms. Vintner’s Daughter has a 100+ year time horizon, dedicated to building a heritage brand, renowned as the most coveted and beloved skincare company.

OVERVIEW OF THE POSITION

The Head of Retail Partnerships is an integral member of the Vintner’s Daughter executive leadership team responsible for managing all new and existing stockist partnerships globally. This position will play a pivotal role in building strategy and executing key initiatives that support the continued growth of Vintner’s Daughter. This individual is responsible for bringing to life a truly category defining brand experience through world class partnerships, storytelling, experiences, merchandising, and education with our retail partners both online and in store.
KEY RELATIONSHIPS

- Reports to: President Jackie Higuchi
- Direct Reports: There are currently three direct reports. The team is expected to grow with the company.
- Key Peers: Head of Brand and Head of DTC.
- Will also work closely with company founder and CEO April Gargiulo

MAJOR RESPONSIBILITIES & DESIRED OUTCOMES

- **Lead the stockist channel team.** Hire, lead and manage a highly functioning and diverse team of engaged A Players building world-class partnerships to achieve the company’s brand and revenue goals.

- **Deliver world-class planning and forecasting to support the stockist pipeline.** Responsible for bringing the stockist channel growth to life, this individual is an expert at the entire partnership cycle. From prospecting to opening and forecasting, this hands-on leader is well versed in building a successful global retail brand-forward business.

- **Bring to life a true category defining brand experience with stockist partners.** In partnership with the Head of Brand bring to life the Vintner’s Daughter experience in store and online with our retail partners. Create compelling Brand moments that capture the true essence and heritage of the brand.

- **Develops and executes compelling marketing and educational programs.** Work closely with the Head of Brand to develop the channel marketing strategy. This role will be responsible for creating and executing immersive Vintner’s Daughter experiences and programs globally that feel as though each retail moment is an extension of the Brand.

- **Understands the nuances and partnership of brand to retailer marketing.** Has a depth of experience and true understanding of what it takes to be successful with world class retailers. Builds partnerships that support both brand and retailer priorities and growth.

- **Amazing at building relationships.** Responsible for developing and growing key relationships with top tier retail partners.

- **Enjoy great chemistry and a true spirit of partnership with Jackie and April.** A strong chemistry and partnership with the company's president and founder/CEO.

KEY SELECTION CRITERIA

We seek a world-class executive who loves the hands-on role of working with a committed team to build a true luxury skincare brand. This person’s career will have account and channel management as a foundation augmented by experience with the high growth phase of global expansion, and a mastery of bringing the store experience to life with both online and brick and mortar partners. This person will be a key member of the executive team, and will have experience prioritizing and setting direction for the team, establishing and maintaining senior-level relationships with Retailers, collaborating with adjacent internal functions, and executing brand initiatives.

MORE DETAILED EXPERIENTIAL QUALIFICATIONS:

- A minimum of 15 years in the Stockist Channel with increasing responsibility.
- Experience working closely with the Brand and Marketing teams to bring the true brand experience to life with stockist partners.
• Excellent communicator with a demonstrated ability in building strategic partnerships delivering year over year growth.
• Experience opening globally in new markets, with both direct to stockist and distributor structures.
• Understands the complexities nuances of scaling a business in both domestic and international markets.
• Strong planning, forecasting and trend analysis skills.
• Has depth of experience hiring and leading exceptional teams.
• Is passionate about bringing to life a truly unique brand that is committed to doing things differently.

KEY COMPETENCIES AND ATTRIBUTES:

• A true passion for the company’s mission, vision and core values. Enthusiastic about the brand’s mission, vision and values. Excited about patiently and thoughtfully building a category-defining and enduring company.
• An exceptional leader and manager. World-class leader and manager; brings an incredibly high EQ – someone who connects with people in a genuine and authentic way.
• Proven ability to hire A Players. Sources, selects and sells A Players to join.
• Ability to develop people. Coaches people in their current roles to improve performance and prepares them for future roles.
• Organization and planning. Plans, organizes, and forecasts in an efficient, productive manner. Focuses on key priorities.
• Attention to detail. Does not let important details slip through the cracks.
• High standards. Expects personal and team performance to be nothing short of the best.
• Calm under pressure. Maintains stable performance when under heavy pressure or stress.
• Work ethic. Possesses a strong willingness to work hard and sometimes long hours to get the job done.
• Communication. Speaks and writes clearly and articulately without being overly verbose or talkative. Maintains this standard in all communications, including email.
• Enthusiasm. Exhibits passion and excitement over work. Has a can-do attitude.
• Listening skills. Lets others speak and seeks to understand their viewpoints.
• Humility and openness to criticism. Solicits feedback and reacts calmly to criticism and feedback.
• Honesty/integrity. Does not cut corners ethically. Earns trust and maintains confidences. Does what is right, not just is what expedient. Speaks plainly and truthfully.

Vintner’s Daughter is an equal opportunity employer. We are committed to the value of diversity, inclusivity and quality in both our workplace and company culture. We encourage applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, disability, and veteran status.