

Nature and Scope of Position:

The Franchise Group Vice President of Franchising reports to the CEO and serves as a member of the senior management team. The VP will provide executive leadership for the analysis, planning and execution of a market strategy to: (i) re-franchise company-operated locations throughout North America; and (ii) grow unit count through renewed area development agreements for franchise unit growth. Franchise Group's brands include The Vitamin Shoppe, Sears Outlet (soon to be rebranded), Liberty Tax, Buddy's Home Furnishings and American Freight (pending).

With synergistic brand momentum, Franchise Group has a significant opportunity to re-franchise and increase the number of franchised locations and requires a hardworking energized leader to set strategy and lead the franchise development and franchise operations/compliance to achieve the goals set forth by the Board. In this newly created role, the VP will also be responsible for identifying, attracting and signing qualified franchise business owners capable of delivering a great customer experience consistent with the brands expectations.

Key Responsibilities:

- Work with the leadership team and associates to play an active role in charting the organization's course to achieve the goals set forth by the CEO
- Provide general oversight of all the organization's franchise sales activities, manage the day-to-day franchise operations and monitor adequacy of activities through coordination with associates
- Evaluate the effect of internal and external trends, issues, problems and opportunities and recommend short and long-range plans and programs that support the organization's general objectives
- Establish performance measures, monitor results, and help the leadership team to development tools to evaluate the effectiveness of programs and their contribution to earnings
- Ensure compliance with all relevant regulations and laws, maintain accountability standards and ensure compliance with company's standards of professional conduct
- Foster a smooth process for the timely identification of and effective resolution of disruptions with franchisees
- Lead the development and execution of franchise sales and operations to enable the brands to become a best-in-class franchisor and achieve growth objectives through a successful re-franchise and expansion efforts
- Strengthen the franchise system through the attraction, approval and participation in the selection of new franchise partners, and the execution of franchise development growth with existing franchise partners
- Ensure franchisee compliance with all contractual obligations
- Develop, monitor and manage the annual budget for franchise sales and royalties
- Recruit as needed, coach, develop and inspire a capable and motivated team of professionals

Job Requirements:

- Proven ability to represent Franchise Group's brands with professionalism and integrity
- Ability to develop and maintain collaborative relationships with peers and colleagues across the organization, as well as, internal and external clients
- Ability to work well autonomously and within a team in a fast-paced and deadline-oriented environment.
- Maintain a flexible work schedule to meet the demands of executive management
- Adhere to the highest ethical standards in management and governance
- Ability to handle detailed, complex concepts and problems and make rapid decisions
- Excellent communication (written and oral), organization and problem-solving skills
- Proficiency in Microsoft Office Suite - solid computer software skills in Microsoft Office
- Ability to work with and influence peers and senior management
- Self-motivated with critical attention to detail, deadlines and reporting
- Experienced organizational leader with demonstrated leadership, sales, presentation, and professional communications skills
- A proven track record of demonstrated success in all aspects of the franchise sales and operations

Job Preferences:

- Based in Orlando, FL, Boston, MA, or New York, NY
- Bachelor's degree or higher in business or related field or an equivalent combination of education and experience sufficient to successfully perform the key responsibilities and requirements of the job
- 5+ years of progressive experience
- Retail, quick service, hospitality and/or service franchise sales experience/background

Other Personal Characteristics:

- Low ego/humility
- Competitive, self-motivated, and resourceful
- Genuine, open and a good listener. One who seeks input and values the insights and contributions of all colleagues
- Disciplined, organized and direct

What we offer:

- Competitive salary and bonus
- Benefit plans - health/dental/vision insurance, 401(k) plan
- Life insurance, short and long-term disability
- Paid time off
- Paid holidays

About Franchise Group

Franchise Group, Inc. (NASDAQ: FRG) is an operator of franchised and franchisable businesses and uses its operating expertise to drive cost efficiencies and grow its brands. Franchise Group's business lines include Liberty Tax Service, Buddy's Home Furnishings, Sears Outlet and The

Vitamin Shoppe. On a combined basis, Franchise Group operates over 4,300 locations predominantly located in the U.S. and Canada through company-run and franchising agreements. For more information visit franchisegrp.com.

Equal Opportunity Policy

Franchise Group, Inc. is an equal opportunity employer. We respect diversity and accordingly are an equal opportunity employer that does not discriminate on the basis of race, color, creed, religion, national origin, ancestry, citizenship status, age, sex, gender, gender identity or expression (including transgender status), sexual orientation, marital status, veteran status, physical or mental disability, genetic information, or any other characteristic protected by applicable federal, state or local laws. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, separation, recruitment, pay and other forms of compensation, access to facilities and programs, training and general treatment during employment.

Apply by Contacting:

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