

Career Opportunity



Mid Island Co-op is hiring an Asset Protection Manager based out of our Administration Office located in Nanaimo, British Columbia.

Who we are:

Mid Island Co-op is a different kind of business. If you're a member, you're an owner. We don't have a head office somewhere else or shareholders who aren't members, and all our profits stay right here on Vancouver Island. We support and invest in our community because we live here too. We give back to local charities, community organizations, and provide education award programs. With gas bars and liquor stores located throughout Central and Northern Vancouver Island, we pride ourselves on providing quality services and products to our customers. Come in and see what we're all about!

What you'll do:

Reporting to the Director, Finance, the Asset Protection Manager is responsible for providing support to the organization to ensure safe, secure, effective operations and processes which align with the strategy, objectives, and vision of the organization in all areas of Asset Protection. This role will ensure that all company policies, and local, provincial, and federal laws are adhered to in the execution of preventing, detecting, and resolving loss. Duties include:

- Creating and implementing Retail Asset Protection strategies across all Mid Island Co-op sites.
- Identifying gaps in operational deficiencies and applying effective solutions to mitigate risks
- Developing and maintaining asset protection policies, procedures, standards, and checklists.
- Advising senior leadership on loss prevention issues and making recommendations.
- Working collaboratively with stakeholders such as health and safety, human resources, site managers and area managers.
- Minimizing internal and external theft through upholding of theft deterrent strategies such as awareness programs, merchandise protection standards, audits, and vendor programs.
- Performing Asset Protection operational audits (e.g., building security) and internal self-audits (e.g., internal controls) in sensitive areas periodically and as required.
- Providing on-going asset protection training and support as required.
- Implementing risk management protocols (e.g., lock and key management, fraud protection).
- Responding to emergencies, incidents, and urgent issues as they arise.
- Ensuring that all company policies, local, provincial, and federal laws are adhered to in the execution of internal and external loss investigations or inquiries; conducting interviews when appropriate. Must work with the police and testify in criminal courts or arbitrations as required.
- Building relationships with local police and responding to requests for CCTV footage as required.
- Setting yearly budget for Loss Prevention strategies.



Who you are:

You are looking for a career in Asset Protection and:

- You have a Degree or Diploma in Commerce or Business Administration; and LPQualified or LPCertified preferred.
- You have three or more years of experience in Asset Protection.
- You are self-motivated, able to work with minimal to no supervision and know when complex issues require further discussion with senior management.
- You have strong knowledge of federal and provincial laws.
- You have strong aptitude and knowledge of retail security systems.
- You are a strong communicator (verbal and written), have excellent interpersonal skills and can build professional relationships quickly.
- You have excellent analytical, organizational, and problem-solving skills.
- You have strong computer knowledge and skills (Word, Excel, Outlook, Teams, SharePoint).
- You have a valid Class 5 drivers with a clean driver's abstract.
- You are aligned with Mid Island Co-op's values of Community, Respect, Integrity and Teamwork.
- You believe in building relationships and collaborating to deliver solutions that matter most, and you recognize the value that different perspectives bring to meet shared objectives.

Our Team Members receive competitive salaries, a comprehensive benefits package and an employer-contributed pension plan. We encourage our Team Members to take advantage of learning opportunities, to grow and develop and to foster a culture of teamwork and innovation.

At Co-op, we embrace diversity and inclusion, and we're working to create a workplace that is as diverse as the communities we serve. We support and provide an environment that allows all to bring their whole selves to work.

Please note that all positions require a criminal background check and our safety-sensitive positions will require pre-employment alcohol and substance testing.

Apply by sending a resume and cover letter to HR@midisland.crs

We thank all candidates for their interest; however, only those selected to continue in the recruitment process will be contacted.