

**Job Title: Director of Ecommerce Marketplaces****Location: Remote****About Us:**

Salt & Stone is skincare and self-care for a life lived in motion. Founded in Los Angeles, Salt & Stone is built on and from a connection to the natural world. We combine active ingredients from the sea and mountains with skin science and intoxicating fragrances, for a sensorial experience that soothes and restores.

At Salt & Stone, we are driven by a shared commitment to excellence and innovation. Our cultural values—Passionate Execution, Thoughtful Urgency, Competitive Mentality, Creative Brilliance, Empowered Collaboration, and Humbled Excellence—define who we are and how we work. We are dedicated to delivering exceptional products and experiences, operating with a sense of thoughtful urgency to ensure impactful progress while maintaining integrity in our decisions. Our competitive spirit fuels our ambition to be the best in our field, and we cultivate a culture where creativity thrives, valuing diverse perspectives and innovative thinking. We empower every team member to take ownership of their roles, fostering collaboration and trust throughout our organization. With a focus on excellence tempered by humility, we create an engaging and high-performing environment where everyone is encouraged to express themselves. Join us in our mission to be trailblazers in our industry, and help us make a meaningful impact together.

**Position Overview:**

Salt & Stone is seeking an experienced Director of Ecommerce Marketplaces to lead our Amazon business and help drive growth in other marketplaces, such as TikTok Shops and Facebook Shops. The ideal candidate has a robust background in Amazon platform management and proven experience driving growth in the Amazon sales channel for an omnichannel brand. They should also have some familiarity with TikTok and Facebook Shop and be ready to invest time into growing those channels. This role reports to the Senior Vice President of Digital.

In partnership with the SVP of Digital, the Director Ecommerce Marketplaces will be pivotal in shaping our ecommerce channel strategy and be responsible for driving the strategy and execution of our Amazon business. This seasoned ecommerce leader will shape and implement our Amazon Marketplace strategy and ensure operational excellence across the channel. They will also invest time in TikTok and Meta Shops to identify their opportunities for growth.

**Duties & Responsibilities:**

- Define and implement the company's strategic vision for Amazon and execute a strategy that aligns with overall company goals to deliver business growth across the channel
- Oversee day-to-day operations of the Amazon sales channel, ensuring smooth execution of marketing, sales, and logistics activities
- Improve operations of our Amazon business to ensure efficiency and an exceptional customer experience
- Develop and implement a strategic plan to drive revenue growth on Amazon by optimizing pricing, expanding offerings, and executing other digital marketing initiatives
- Develop and manage the P&L for the channel, ensuring cost-effective strategies and meeting financial targets
- Analyze sales data, market trends, and customer insights to identify opportunities for growth and improvement
- Optimize product listings, pricing strategies, and promotional campaigns to maximize visibility and sales on the Amazon platform

- Establish clear performance metrics and KPIs to track progress and measure success of the Amazon business
- Lead regular business reviews and report on Amazon channel performance to senior leadership, highlighting key insights and recommendations
- Define and implement strategy for TikTok and Facebook Shop
- Partner with Growth and Influencer team to identify affiliate opportunities for TikTok and Facebook Shop

**Requirements:**

- BA/BS in Business, Marketing or related field (MBA preferred)
- 8-10 years of experience in a senior leadership role managing Amazon sales channel with scale of +20MM in annual revenue
- Strong expertise in Amazon platform management, including marketing, sales, and logistics
- Experience in Amazon Buy Box protection and management
- Proven credibility as a leader
- Deep analytical skills with the ability to develop/analyze key performance indicators (KPIs) and make data-driven decisions. Proven track record of driving growth and profitability
- Proficiency in eComm and data analytics tools and platforms
- Strong communication and collaboration skills to work effectively across departments and with external partners
- Deeply curious about the customer to help inform decision making
- Action-oriented with a high tendency testing & learning
- A strong belief in a culture of support and accountability.
- Understanding and ability to thrive in a fast paced startup environment and the flexibility to adapt plans when necessary.
- Skilled in reporting metrics and KPIs. Proficient with office tools like Microsoft Office and Google Suite required.

**Compensation & Benefits:**

- Base Annual Salary of \$130k-\$180k, *including performance bonus*
- Medical, Vision, and Dental Insurance
- Unlimited PTO
- Paid Leave
- Company Discounts

**Additional Information:**

Salt + Stone provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.