

XANDRES VACANCY

Trainer Retail & Wholesale

Turn knowledge into confidence and confidence into an exceptional Xandres consumer experience.



As Trainer Retail & Wholesale, you support Xandres' international growth by developing the skills and expertise of our retail teams and wholesale partners. You elevate selling skills and deepen their knowledge of the Xandres brand, collections, styling, wardrobing and product quality, with a strong focus on delivering a premium customer experience and continuously raising the level of excellence.

YOUR AMBITION

To create a clear Xandres Learning Journey in which our teams and partners can see their progress from essential knowledge to true Xandres expertise. From the fundamentals of the brand and our collections to in-depth product knowledge, styling, selling skills and tools to deliver a premium customer experience. You develop engaging training programmes and bring them to life by delivering them to our teams and partners.

More specifically:

- You identify training and development needs within Retail and Wholesale and translate these into concrete learning objectives.
- Based on these needs, you develop the Xandres Learning Journey, enabling participants to track their own growth and progress.
- You create an annual training calendar aligned with our collections, commercial calendar and business priorities.
- You develop training programmes and select the most appropriate learning format: on the shop floor, face-to-face, digital, video, workshops, quizzes, seminars or coaching.
- You organize and deliver training sessions at our headquarters, in our stores and at our wholesale partners in Belgium, the Netherlands and DAACH.
- You provide sales training on the shop floor and coach employees directly in practice.
- Together with HR, you follow up on employees' participation, development and progress.
- Alongside our account managers, you visit wholesale partners and support them in their Learning Journey.
- You evaluate the impact of training programmes and use feedback and results to continuously improve our training offer.
- You follow trends and developments within fashion, retail, learning & development and customer experience and translate relevant insights into Xandres.

YOUR COMPETENCIES

- You have a strong commercial mindset, a keen eye for brand perception and a strong focus on delivering a premium customer experience.
- Helping people grow gives you energy and motivates you.
- As a natural and experienced presenter, you feel comfortable in front of a group.
- You combine enthusiasm with persuasiveness and a positive attitude.
- You work independently and proactively. You identify where development is needed, take the initiative to come up with ideas and turn them into concrete actions. In doing so, you easily connect with the right colleagues and bring together the right expertise from across the organisation.

YOUR QUALIFICATIONS

- You hold a Bachelor's degree or have an equivalent level through experience.
- With at least 5 years of relevant experience, you bring a strong background in fashion, retail, beauty or another premium consumer environment.
- You have proven experience in both developing and delivering training programmes.
- You are digitally savvy and able to set up and manage a digital learning environment, using the right tools to create engaging content and make training, knowledge and practical tips easily accessible across the organisation.
- You are willing to regularly visit our stores and partners and travel to the Netherlands and Germany.
- Fluency in Dutch and English is required; knowledge of French and/or German is a plus.

WHAT WE OFFER

- A competitive salary package with lunch vouchers and additional benefits
- Company car
- Mobile phone with subscription and laptop
- 29 days of annual leave, plus additional seniority leave (1 additional day after 5, 10, 15, 20 and 25 years of seniority)
- Hospitalization insurance and a contribution towards computer glasses
- Financial support for childcare, before- and after-school care and holiday camps through PC 215
- 30% employee discount on Xandres
- We love celebrating special moments together in style, from our summer events and Green Friday to our New Year celebrations

OUR CULTURE

At Xandres, we build on almost 60 years of expertise and craftsmanship in Belgian premium fashion, driven by one simple belief: women should feel free to express their unique selves.

Everything we do, from the collections we create to the experiences we offer, reflects that belief. We create premium womenswear with timeless elegance and an original twist, helping women express themselves effortlessly.

Behind our brand is an ambitious and internationally growing company with a flat hierarchy, short communication lines and a strong can-do attitude. While we continue to grow and evolve, we combine the entrepreneurial spirit of Xandres with the stability of being part of an established listed group.

Our people are at the heart of that growth. We believe in giving people ownership, room to take initiative and the opportunity to make a real impact. We invest in development, embrace continuous improvement and believe that passion, excellence and entrepreneurship are key to building lasting success together.

If you want to make an impact, take ownership and help shape the future of a Belgian premium fashion brand with international ambitions, you'll feel at home at Xandres.

INTERESTED?

We'd love to hear from you! Send your CV and cover letter to vacature@xandres.be. We look forward to getting to know you and will handle your application with the care and discretion it deserves.

