

# Daltco Electric

## Careers & Training Programs

Daltco Electric is Eastern Ontario's largest independent electrical, lighting, and automation distributor. Daltco serves the industrial, commercial and residential marketplaces from its three locations in **Kingston, Brockville and Ottawa.**

### What Is Electrical Distribution all About?

Electrical distribution is a cutting-edge industry that buys, sells, and delivers thousands of products from the companies that make them (manufacturers) to the people who use them (plants, contractors, commercial sites, and service professionals). The electrical industry is focused on products, whether wire for new housing, automation equipment for factories, or electrical panels to convert solar energy. The varied projects in the field provide the opportunity to work in a fast paced environment with various leading edge technologies.

**Moreover, the electrical industry provides a stable and secure marketplace, where demand for products is always high.** The constant demand for electrical products means that our business is less susceptible to the ups and downs of other industries such as high tech or manufacturing.

### The Daltco Difference

Daltco Electric has the size and scale of a \$10 billion electrical buying group (as a member of Affiliated Distributors) with the flexibility and local presence of an independent entrepreneurial company. This best of both worlds situation allows for high growth and stability.

While the electrical industry is focused on thousands of varied products, at Daltco, we are equally focused on people – people with an energy for the industry and an eagerness to learn. Our goal is to attract and retain exceptional individuals, and provide them with opportunities for continual growth and promotion. Daltco strives to create a family-like environment for its employees, **and is committed to developing and promoting existing employees.** Our numerous long term employees are testament to our commitment to promoting from within. 85% of our management team has worked at Daltco for more than ten years.

### Training

**Daltco has established itself as a leader in employee training, offering both formal specialized training, as well as hands on experience.** Staff are encouraged to attend industry training programs to improve skills and product knowledge, in particular in lighting and automation. In addition, employees benefit from working on a team of staff who have years of experience in the industry.

### The Future is Bright

Daltco's continued growth offers the opportunity for security, competitive salary, performance based bonuses, and career growth. All this combines for a bright future for Daltco employees.



**Automation, Electrical and Lighting.**

# Daltco Offers Stable Career Choices

Employees at Daltco Electric work in the following types of roles:

**Warehouse Support:** Electrical product knowledge not required. Role involves shipping and receiving, picking orders, final inspection, putting stock back on the shelf coupled with general warehouse organization. Warehouse support role is our primary entry level and developmental role. Fundamental Product Knowledge training is completed while in this role.

**Counter Sales:** Electrical product knowledge required. Role includes all aspects of warehouse support role but also customer service at the counter. Strong communication and customer service skills are critical.

**Inside Sales:** Electrical product knowledge required. Role includes all aspects of customer service on the phone. Completing quotations, supplier coordination and customer follow up are critical tasks for success in this role. Product specialization starts to occur at this stage in particular with lighting and factory automation training. Daltco Electric has the full resources for employees to develop specialized knowledge in lighting and factory automation.

**Outside Sales/Area Account Manager:** Electrical product knowledge required. Role requires experience in the electrical marketplace coupled with a proven track record of strong organization and selling skills.

**Branch Manager:** Electrical product knowledge required. Management role requires leadership and staff development skills along with a broad understanding of the marketplace.

**Inventory/Pricing Management:** Electrical product knowledge required. Role involves significant involvement with customer pricing and inventory management tools at Daltco Electric.

**Purchasing:** Electrical product knowledge helpful. Role involved purchasing with group of established electrical suppliers.

## Education and Training:

Education and training are critical to our success as a company and for the ongoing development of our staff. We expect all employees to engage in learning and personal growth through the numerous training tools that are made available.

**Daltco Electric** is active with a number of industry training programs:

Please contact our offices for further details on our training tools that are available to staff.

## Benefit Plan Offered by Daltco Electric:

- Group RRSP plan with financial planning advice and investment flexibility
- Performance based bonus plan
- Service Awards program
- Health and Dental benefits
- Long term disability
- Life insurance
- Critical illness insurance
- Education assistance for on-going development.
- On-going coaching and mentoring program
- Access to professional coach

## Daltco Wants To Hear From You:

Interested Candidates are encouraged to forward a detailed resume to [careers@daltco.com](mailto:careers@daltco.com)



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