

District Sales Manager

Ozery's Pita Break Inc.

Job ID
51684

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LOCATION	DATE POSTED	EXPIRY DATE	
11 DIRECTOR COURT, VAUGHAN, ON Ontario	15-10-2026	13-04-2027	
TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Full Time	CAD 80,320 per year	5 year or more	College, CEGEP or other non-university or diploma from a program of 1 year to 2 years

Job Details

Company Overview

Ozery Family Bakery is passionate about creating authentic, flavorful baked goods inspired by genuine connections and a love for quality. Rooted in a tradition of balance, optimism, and innovation, we craft products that reflect the real, imperfect beauty of life—delivering magic in every bite.

Position Summary

Reporting to the DSD Manager, the District Sales Manager – Direct Store Delivery (DSD) Operations is responsible for managing and supporting a highly structured DSD network operating through Independent Distributors (IDs) and Route Sales Representatives (RSRs).

The role is accountable for territory execution, route engineering, route-to-market optimization, distributor operations, retail execution, inventory management, and customer service performance within a high-frequency distribution environment.

The position requires advanced operational knowledge of:

- ? Independent Distributor business models
- ? Route engineering and territory optimization
- ? Distributor economics and cash flow management
- ? Route settlement processes
- ? Inventory management within DSD environments
- ? Retail execution and merchandising standards
- ? DSD operational technologies and reporting systems
- ? Relationship management across distributor, retail, and internal operational stakeholders

The role requires influencing Independent Distributors, internal bakery operations teams, and retail bakery managers without direct reporting authority while balancing operational execution, customer service expectations, route economics, inventory controls, and territory performance objectives.

Skills & Experience

- Minimum 5 years of progressive Direct Store Delivery (DSD) experience within beverage, beer, bakery, foodservice, or consumer packaged goods environments.
- Extensive experience working within structured Tier 1 DSD route-to-market systems utilizing Independent Distributors, Dealers, or Route Operators.
- Proven expertise in:
 - Route engineering
 - Route optimization
 - Territory planning
 - Distributor network management
 - DSD logistics
- Strong operational understanding of:
 - Distributor economics
 - Route profitability
 - Operating costs
 - Inventory controls
 - Settlement processes
 - Distributor cash flow management
- Experience utilizing:
 - RoadNet or equivalent route engineering software
 - Handheld DSD technology
 - Office Companion systems
 - Route accounting systems
 - Inventory management platforms
- Experience managing high-frequency retail execution environments requiring disciplined service schedules, inventory rotation, merchandising compliance, and customer execution standards.
- Demonstrated emotional intelligence and relationship management skills required to influence Independent Distributors and retail stakeholders without direct reporting authority.
- Strong communication, analytical, operational problem-solving, coaching, negotiation, and relationship management skills.
- Proficiency with Microsoft Office applications and DSD operational reporting tools.
- Post-secondary education in Business, Operations, Logistics, Supply Chain, Sales, or related field preferred.

Working Conditions

- Combination of office and extensive field-based operational work.
- Significant travel required within the assigned territory.
- Early morning, evening, weekend, and holiday work required based on retail delivery schedules and operational demands.
- Fast-paced operational environment requiring flexibility and responsiveness.

Benefits:

- Dental care
- Disability insurance
- Extended health care
- Store discount

How to Apply:

Send resume & cover letter at p&c@ozerybakery.com

Job Description

Direct Store Delivery (DSD) Network Management:

- Manage and support an Independent Distributor (ID) network operating within a DSD model servicing retail grocery and foodservice accounts.
- Conduct distributor business reviews focused on route profitability, operating performance, cash flow management, service frequency, and customer execution.
- Monitor distributor operational performance related to inventory management, stale reduction, returns control, route settlement, and route productivity.
- Recruit, onboard, train, and develop Independent Distributors and Route Sales Representatives.
- Conduct structured field coaching sessions and operational work-withs to improve route execution, merchandising standards, and territory performance.
- Establish and monitor operational KPIs related to sales growth, route productivity, service compliance, inventory management, and customer execution.
- Build and maintain strong working relationships with distributors, retail bakery managers, grocery customers, and internal operations teams.
- Influence Independent Distributors operating as independent business owners without direct reporting authority.

Route Engineering & DSD Logistics:

- Lead route engineering and route optimization initiatives to improve territory efficiency, route productivity, customer service, and operational performance.
- Utilize RoadNet and equivalent route engineering software to optimize route structures, service frequencies, stop sequencing, and territory alignment.
- Analyze route productivity metrics, including:
 - Sales volume
 - Route profitability
 - Delivery efficiency
 - Service frequency compliance
 - Inventory performance
 - Returns and stale percentages
- Support implementation of territory restructures, distributor transitions, and route-to-market optimization initiatives.
- Utilize handheld DSD technology, Office Companion systems, route accounting systems, and inventory management platforms to monitor and support distributor operational performance.
- Maintain territory reporting and operational analysis using DSD systems and field technologies.

Territory Sales & Retail Execution:

- Support territory sales growth, retail execution, and customer service performance across assigned accounts.
- Ensure execution of merchandising standards, planograms, promotional displays, and new product launches.
- Monitor inventory rotation, freshness standards, in-stock performance, and merchandising compliance.
- Conduct business reviews with retail bakery department managers and grocery customers to identify opportunities for improved execution and territory growth.
- Ensure consistent execution of national account programs, promotional initiatives, and territory sales strategies.

Stakeholder Management & Operational Leadership:

- Coach Independent Distributors on:
 - Route productivity
 - Inventory management
 - Merchandising standards
 - Customer execution
 - Operational effectiveness
- Demonstrate emotional intelligence and interpersonal effectiveness in managing distributor and customer relationships.
- Influence Independent Distributors, internal operations teams, and retail bakery managers without direct authority.
- Support conflict resolution and relationship management across distributor networks and retail accounts.
- Balance the operational and commercial needs of the manufacturer, distributor, and retail customer within a Direct Store Delivery environment.