

# ES Photo in Europe?

## About Us

ES Photo is a mostly-online reseller of used camera equipment. From a base in France, we serve customers in every country in Europe. While outwardly similar to other photographic resellers, ES Photo has an unusual focus: we offer exclusively second-hand Canon professional cameras and L-Series lenses. With the rarest of exceptions, we do not offer other brands, new products, or entry-level cameras or lenses.

Our product range includes current and previous-generation L-Series lenses, and camera bodies from the 5D Mark II through to the R1. We sell a lot of super-telephotos, the 24-70mm and 70-200mm work-horses and fast primes, but also TS-Es and other interesting lenses. While we only sell second-hand products, we have most new models within 6 months of product launch, and we generally have nearly the entire product range in stock. We are an excellent alternative to buying new, even for the most demanding photographers.

We aim to be the camera shop of choice for serious Canon photographers in Europe.

To match the extremely high quality products we sell, we offer knowledgeable and professional customer service. Necessarily, we hire the very best people! We also have a simple but very effective website developed in-house, together with many excellent tools for managing the business and for automating various processes. We have a strong focus on technology and automation, to enable us to devote as much of our time as possible to our customers.

ES Photo was created by Erin Salmon, a New Zealander resident in Lyon since 2014, and serial entrepreneur. Erin works full-time in the business, with three colleagues.

The business is both profitable and fast-growing, and has become a meaningful participant in our home market of France. We are interested in developing our presence in other European countries, and are open-minded about which countries these will be. We intend to find the right people, and go from there. Could you be the first?

## What's The Job?

ES Photo is a beautifully simple business: great lenses in, great lenses out. But there are still many different tasks. We propose to begin with a role which is primarily commercial in nature, with most support functions provided from our French base. However, we are quite open to tailoring the role to the skills of an excellent applicant. Pitch us your ideas!

You would be responsible for sales and customer service for customers in your country/language, as well as for purchasing decisions in those markets. This would include customer trade-ins, as well as managing relationships with existing suppliers (we

have a number across Europe, you would inherit the local ones). We would also expect you to build new relationships for both sales and purchasing. We have a number of ideas to get you started.

To deliver the customer service for which the business is renowned, you will need a comprehensive knowledge of professional Canon cameras and lenses. For financial success, you will need great commercial instincts, negotiation skills, and the passion and hunger of the entrepreneur. For both, you will need a high level of productivity & professionalism.

We expect the role will also entail assessing products purchased and performing quality control functions. Potentially, you might also undertake product photography, and prepare items for sale.

As a small business, we tend to hire generalists. If you happen to have complementary skills in company management, optical or electrical engineering, photographic repairs, automation, web development, or information technology, we can make use of your talents.

We prefer to get the right person and to tailor the job to fit. We can provide training to complete your knowledge or experience as required. We expect any role to be full-time but nearly full-time is possible, and we are open to most levels of experience. We will offer the job that you want.

For the right person, there is significant opportunity to learn new skills and to expand the role over time, including additional management responsibilities, and equity participation. We want the best people and everything is on the table.

## **Languages & General Skills**

In addition to professional fluency in either or both of French and English, you should speak a major European language with native proficiency. Other languages are very welcome.

Outstanding communication skills will be highly valued, followed swiftly by diligence, attention to detail and professionalism. We expect to hire someone with experience in sales or purchasing and negotiation, but this is not strictly a prerequisite.

Of course, we also want intelligence, initiative, a good work ethic, creativity, motivation, a sense of humour, excellent time management, familiarity with the usual bits of software, a lack of spelling mistakes, and a friendly smile!

## **Where?**

As the first hire outside France, you get to choose the location. In the short to medium term, the role could be home-based if this suits you. Or we will find you an office. Longer term, we expect to add to the team, and an office will be necessary, though we are generally open to hybrid working. Some travel may be helpful, but is not essential.

## Why work for us?

We handle only the very best cameras and lenses. These products sell themselves and we do not have to push. Our customers photograph Iberian Lynxes and Snow Leopards, the Olympic Games, heads of state, and their children growing up. Many of our customers are fulfilling a dream when they buy from us, and customer satisfaction is stratospheric.

To work in these conditions is a real pleasure.

Working at ES Photo is an opportunity to learn a lot about photography, in particular the technical aspects. We are also a business under construction, and exciting things are happening in business development, information technology, and much else.

We will encourage you to play with the latest super-telephotos, tilt-shift lenses, and other marvels. These products are the life-blood of the business. You should know them well.

The business is small. We'll definitely notice that you're here.

ES Photo is stable, fast-growing, profitable, has a strong balance sheet, and generates enough cash-flow to fund its expansion and new hires. The company founder has created, bought and sold several successful businesses in the past.

While we do sometimes have to work quite hard, we mostly try to work smart. And while we have real espresso, there's no table football. If that strikes the right balance for you, and you've read this far, then you'll be pleased to hear that the remuneration will be competitive!

## Ready to apply?

Please tell us what sort of job you'd like in a brief cover letter (or just an email, we aren't traditionalists), together with your CV, at [erin@objectifs-occasion.fr](mailto:erin@objectifs-occasion.fr), in French or English. You're also welcome to call any time with questions, on +33 9 81 94 64 59.