

# ES Photo Is Hiring

## About Us

ES Photo is a mostly-online shop for used camera equipment. We offer exclusively Canon professional cameras and lenses. No other brands, no new gear.

While our product range is very much narrower than a traditional camera shop, our market is much larger, with customers across the European Union.

We have a simple but effective website which has been developed in-house, along with an excellent set of tools for managing the business. And we have a strong focus on automation, which allows us to spend more time with 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 we have lovely offices in Lyon's 7<sup>th</sup> arrondissement. Want to join us?

## What is the job?

ES Photo is a beautifully simple business: great lenses in, great lenses out. But there are still many different tasks. So far we have been generalists, but as the business grows, we can create more specialised roles.

We have created roles in customer service and in quality control and product preparation. The next hire could be more of the same, or in web development, IT, accounting or administration. Or we can create a hybrid role.

We prefer to get the right person rather than the right skills, because we need everything! Full or part-time is possible, and we are open to all 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 management responsibilities, equity participation, you name it. We want the best talent and everything is on the table.

Here are some of the tasks we do a lot of at ES Photo:

### Sales & Customer Service

We work primarily by phone and email, although client visits are increasing. Excellent communication skills & photographic knowledge are key.

## **Purchasing & Trade-Ins**

We have a large database of historical sales and purchases to help guide us, but some experience in negotiation will help you judge when to push a little and when to accept.

## **Pre-Sales Tasks**

We test, clean and photograph every product that comes in. Occasionally we make minor repairs in-house, or send a lens away for more significant work.

Once ready for sale, we write detailed descriptions, and we set the price for the item based on its condition and past sales.

## **Product Photography**

Our product photography is highly standardised. We are not looking for creativity, but rather repeatability, consistency, quality and efficiency. Sounds like a job for a robot? We're building one!

## **Management, Technical, and IT**

If you have experience in company management, business development, accounting and administration, optical or electrical engineering, automation, web development (we're a Laravel shop), or information technology (Linux), we would love to hear from you. Our need for all of these skills is increasing rapidly.

## **Languages & General Skills**

Full professional fluency in either French or English is required, with both being ideal. Other languages are very welcome, with German high on our list, followed by those spoken by France's other neighbours and the wider EU.

Outstanding communication skills will be highly valued, followed swiftly by diligence, attention to detail and professionalism. Commercial experience in sales, purchasing and negotiation would be helpful in many areas.

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?**

ES Photo has recently purchased and renovated premises in Lyon 7<sup>th</sup>. Any mixture of remote and in-person working which is compatible with the role is welcome.

## **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 Siberian Tigers, 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, 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 pretty 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.