



Position: Military Exchange Director
Compensation: Competitive Based on Experience
Employment Type: Full Time; Travel Required
Benefits: Medical, Dental, Vision, 401K, Paid Vacation
Location: Aberdeen, NC or Remote

About Tactical Gear Distributors (TGD)

Tactical Gear Distributors is a premier two-step distributor of proven tactical gear, operating from a 40,000 sq. ft. distribution center in Aberdeen, NC. We serve all four U.S. Military Exchange Systems, the Defense Commissary Agency, military base supply stores, major commercial retailers, and independent businesses nationwide. As a Service Disabled Veteran Owned Small Business, we prioritize American-made products and take pride in supporting the men and women who serve.

The Opportunity

We are looking for an experienced **Military Exchange Director** to own and grow our relationships with the military exchanges. This is a high-impact, hands-on leadership role for someone who has lived the exchange or big-box retail world and thrives on building assortments, managing complex order flows, and driving results.

What You'll Do

- Present TGD's product lines and services to the buying teams of all U.S. military exchanges
- Build and maintain strong working relationships with both exchange buyers and TGD suppliers
- Own assortment management (adds, deletes, pricing) and keep programs current and competitive
- Master and operate within the various military exchange ERP systems
- Represent TGD at industry trade shows and drive promotional activity (advertising + in-store)
- Partner closely with TGD's purchasing team on assortment changes, stock levels, and fill rates
- Deliver clear, timely reporting to TGD leadership, suppliers, and exchange partners
- Manage order flow and compliance portals (accepting/disputing charges) with precision
- Lead and develop TGD's East and West Coast merchandise managers
- Monitor market and category trends so we can react quickly to changing customer needs
- Own special projects as assigned

What We're Looking For

Required experience

- 5+ years as a buyer, merchandise manager, or similar role with a U.S. military exchange **or** major big-box retailer
- 5+ years working with complex ERP systems

- Strong proficiency in Microsoft Office (especially Excel)
- Proven ability to manage multiple stakeholders and priorities in a fast-paced environment

Preferred

- Bachelor's degree in Business Administration or related field (equivalent experience strongly considered)
- Existing relationships within the military exchange community
- Genuine interest in the firearms, tactical, and outdoor industry

Key skills & traits

- Relationship-driven and comfortable influencing via phone, email, and in person
- Process-oriented with a strong sense of urgency
- Strong analytical, mathematical, and negotiating skills
- Excellent written and verbal communication
- Self-motivated, proactive problem-solver who can work independently
- Sound judgment and decision-making under pressure
- Entrepreneurial mindset with solid financial acumen

Additional Requirements

- Must successfully complete a drug screen, background check, and credit check
- Training at our corporate headquarters in Aberdeen, NC will be required
- Willingness to travel for trade shows and key customer meetings

Application Instructions

A cover letter with your resume is required.

Only candidates selected for interviews will be contacted.

Opportunities@TacticalGearDistributors.com