

We are looking for exceptional people to join our team at CablesAndKits in Web Sales & Support, Electronics Testing & Refurbishing, Warehouse Operations, Purchasing, Software Development, Accounting, Product Management, and Marketing.

We believe that certain behavioral attributes are part of a person's core being. When they walk through our door, those attributes arrive with them. Consequently, we focus on finding the Right Person first and worry later about finding the Right Seat.

So, who is the Right Person? Here is where you can help yourself and help us at the same time. Please review the attached description of what we call The CK Way. When you read the description, did you feel excited that you might have found people that actually think and work like you do? Can you identify and describe life experiences where you personified these attributes; not for just a few of them, but all of them? If so, please run (don't walk) to see us.

If, however, you felt even the slightest twinge of doubt or hesitation about whether you could measure up in such an environment, then we are most likely not a fit for you. Even with the best of intentions, we are so unrelenting in living these attributes that misfits will find themselves increasingly uncomfortable and eventually leave.

If you remain intrigued about being surrounded by people who share these attributes with you, then send us a written note of less than a page or, even better, a 60-90 second video (telling us what's important to you, excites you, and/or brings you deep satisfaction) to careers@cablesand-kits.com. If you choose to do a video, which would score you points, just whip out your smart-phone and start recording. Don't belabor the video production quality. We will be far more impressed by the quality of your content than any slick video tricks. Whichever medium you choose, let your passion shine through!

About the Company

CablesAndKits is one of the fastest growing privately owned Cisco network equipment dealers in the US and the largest Cisco network accessory dealer in the world! We have been on the Inc 5000 list of Fastest Growing Companies seven years in a row. We have also had the honor of being twice named to the Internet Retailer's Second 500 and a two-time recipient of the Gwinnett Chamber's Top 25 Pinnacle Award.

With a core focus in Cisco products we have established ourselves in a niche market that has given us strong roots in our industry. We continue to build both our core product lines and also auxiliary product lines including networking products, power products, and rack hardware related items.

The Way

It is important that anyone with an interest in joining us BE these things. If they are not, they shouldn't squander precious weeks or months of their life trying – it won't work, and we will not compromise.

We are a place where highly motivated, ferociously intense but humble, smart, creative, high energy, scrappy, and innovative people gather together to do great things.

Integrity. Intelligence. Initiative.

We choose to do what's right even at personal or corporate sacrifice. We believe that if we "Do the right things, the money will come". We focus on "what should be", not necessarily what will generate revenue or beat the competition. We value quick-minded and logical thinkers who recognize there is no substitute for mental horsepower. Our motors are always running and constantly looking for ways to contribute. We neither worry about roles nor wait to be told. We see what needs to be done, and we do it.



Curious & Insatiable

We wonder why things do or don't work. We probe qualitative and quantitative data to achieve penetrating insights. Good is not good enough. We consistently challenge the status quo, anticipate problems, dig deep to find root causes, and willingly drive change.

We are content but never satisfied—Yet comfortable with routine processes.



Innovation

Always pushing forward—leveraging technology; We don't idolize solutions. We believe there is always a better, faster, or cheaper way; so we constantly seek to drive out waste, increase throughput, capture opportunities, and create new realities. We apply system thinking to identify and remove bottlenecks that restrain us. We consciously strive to make new ideas operational.



Creative Discipline

We are Disciplined People engaged in Disciplined Thought resulting in Disciplined Action. We build firm foundations. We execute any process the best way we know until we find a better way...and then we adopt that better way. We know that operational excellence arises from attention to a 1,000 little things. We permanently solve temporary problems. We don't make endless lists where things go to die. We just see what needs to be done, and we do it.



Nimble. Now.

We respond quickly to external changes and move quickly to capitalize upon opportunities. An entrepreneurial, startup attitude pervades our actions. We bring an urgency and action-orientation to everything we do. We believe in a spirit of "no time like now" manner; so we go straight to who can solve our problems, the moment we have them.



Scrappy

We are resourceful, opportunistic, and gritty problem solvers. When something is wrong we willingly own it. We prevail (not just survive). We bring a farmer work ethic and ferocious intensity to any activity. We are fond of competing and find a way--often piecing together solutions from odds and ends. We are equally important and act like it. We have few or no titles and behave in non-corporate ways. We will often outsource before we in-source.



High Leverage

We focus on activities with the potential to create large, positive outcomes. We willingly spend large sums of money on things that improve efficiency or capability. We are generous with our time, money, and talent.



Iterative Improvement

We accelerate the pace of learning by liberally using experiments and embracing the principle of "Minimum Viable Products" (or MVP). We embrace "failing forward."

We don't let perfection restrain progress. We focus first on solving problems and then deal with the resulting inefficiencies. We walk in the light that we have. We reinvest profits heavily in growing for the future. It's not about the money, but money should be a result of us doing the right things.



Fearless & Irreverent

We willingly "face the brutal facts";
Bring a can-do spirit to any
challenge and confront issues
constructively; We fight our own
battles and do not hesitate to
challenge anything and anyone to
fight for what's right. We discuss
most everything in an open forum.



Learners

Committed to lifelong learning; We seek first to understand and purposefully grow and develop both personally and professionally. We seek to positively impact the lives of those with whom we come in contact. We embrace application and accountability as necessary elements of attaining expertise and eventually wisdom.

