

## Berkshire Co-op Seeks General Manager

Are you passionate about local and organic food choice and building community? Berkshire Food Co-op, a natural foods cooperative based in Great Barrington, MA is looking for a General Manager. This unique organization offers the opportunity to work with a group of caring individuals committed to building a prosperous, just, and vibrant local food economy, connecting members and consumers with local and organic food choices. Berkshire Food Co-op has been growing steadily in Great Barrington since 1981.

### Job Description/Skills/Computer/Education

Reporting to the Board of Directors, the General Manager will lead the cooperative in all departments, including store operations, finance, marketing, merchandising, technology, and human resources. Along with the management team, this position will navigate the company through an increasingly competitive consumer market. The performance will be measured based on asset protection, financial conditions, business planning and financial budgeting, staff treatment and compensation, member engagement and customer service levels, among other areas. A visionary leader is required to foster an effective teamwork environment across multiple levels including the board, owners, employees, and the community at large.

### Required Qualifications:

- Personal/Professional ethics aligned with the cooperative principles
- Proven ability to articulate a vision and get group members to buy into it
- Ability to be proactive and keep the momentum going for growth and change
- Strategic planning experience
- Ability to motivate, lead, and coordinate people to gain cooperation
- Ability to sustain an effective management team
- Experience with hiring, training, evaluating, compensating and firing
- Operating, capital, and cash budgeting experience
- Ability to make sound financial decisions
- Experience working with stakeholders at multiple levels
- Understanding of marketing and merchandising in highly competitive markets
- Demonstrated ability to develop systems
- Openness to others' ideas
- Ability to manage own and others' time
- Ability to present written and spoken information clearly
- Demonstrated ability to give and receive feedback without defensiveness

### Desired Experience:

- Retail management experience, preferably in grocery, natural foods, or food co-op (as general manager, store manager, operations manager, or district manager)
- Prior bottom line accountability for a retail business, preferably larger than \$5 million in annual sales volume
- Experience managing new store opening/renovation

- Knowledge of natural foods
- Ability to interpret financial statements to laypeople
- Experience with policy governance

Candidates should email cover letters & resumes to [board@berkshire.coop](mailto:board@berkshire.coop) by February 24, 2019.