



GENERAL MANAGER

Harvest Market, a locally owned cooperative grocery store in Winston-Salem NC, welcomes applications for the position of General Manager. We are looking for an individual with initiative and drive who has demonstrated success in operational efficiency, staff development and collaborative projects. The General Manager is responsible for the success and profitability of this new and exciting start up!

We are looking for a candidate with retail management experience, the ability to understand and develop bottom-line budgeting and adherence to our co-op principles, priorities and by-laws in accordance with local, state & federal law.

The GM will operate the store through Policy Governance and reports to the Board or Directors (BOD), which is elected by the Co-op's member-owners.

Responsibilities:

- Oversee day-to-day operations, departments, financials, and procedures of the co-op.
- Ensure the co-op runs in a financially responsible manner.
- Promote a positive teamwork service driven environment and ensure challenge resolution to any opportunities that may arise.
- Provide staff training, guidance and support for quality customer service.
- Grow sales, membership and profitability to position ourselves to better serve the community.
- Continue coaching, development and communication with staff members and hold regular meetings to plan and promote a positive direction for the co-op.
- Responsible for overseeing the hiring, termination, supervision, delegation, and structured evaluations of staff members.
- Ensure the co-op operates in compliance with all current BOD policies and assist with the review and development of such policies.
- Attend regular monthly BOD meetings, community meetings, finance committee meetings and semi-annual membership meetings and give monthly written reports of Co-op activities as requested by the BOD.
- Along with the treasurer, report monthly financials to the BOD. Be prepared to respond to BOD questions regarding such financial results.
- Assist BOD in development and execution of long-range strategic plan.
- Provide great hospitality service!

Desired Qualifications:

- Minimum 2 years of successful supervisory experience and 2 years retail grocery experience, preferably in a cooperative food store or independent community grocery store.
- Proven financial management skills, including planning and implementation of budgets, maximizing operational efficiency including management of margins and cash, and ensuring adequate cash flow and capital.
- Advanced knowledge of products, buying, pricing, merchandising, and inventory management.
- Passion for team building across sectors, showing the talent and commitment to motivate and inspire the community of staff, owners, and customers.
- Ability to effectively and efficiently manage personnel, including hiring, staff evaluation, development, and separation; team building across departments; fostering a positive environment of mutual respect and exceptional morale; and maintenance of accurate personnel records.

- Leadership in setting, planning and achieving goals.
- Experience communicating with diverse groups and individuals.
- Awareness and knowledge of relevant competitors and industry trends.
- Ability to perform duties of staff as needed to ensure customer needs are met.

Salary Range: \$50,000 – \$60,000 annually, depending on experience.

About Harvest Market, a Share Cooperative:

Harvest Market’s motto, “Supplying Honest And Respectful Engagement” is the hallmark of what we purpose. SHARE’s principle goal is to provide service and assistance to our entire community, while promoting inclusivity. SHARE is organized and dedicated to provide: Food, Nutrition Education/Advice, Coping Skills Counseling/ Immigrant Sustainability Support Local Health/Food Equity Policy Support.

By “Supplying Honest And Respectful Engagement,” SHARE will be able to provide food along with nutrition education and advice to those living in “Food Deserts” in the Winston Salem/Forsyth County area.

The SHARE Cooperative was developed in conjunction with The Freedom Tree at IDR, a non-profit organization that seeks to educate, organize, and support communities and organizations in developing policies and procedures to create diverse and inclusive cultures.

Harvest Market’s “Mission”: The SHARE Food Cooperative of Winston-Salem is a faith-based Food and Program Supplier, formed to serve the diverse citizens of Winston-Salem, North Carolina. We will soon open a full-service food market. Its mission involves providing wholesome-fresh food, to families in and around areas designated as food deserts, at a reasonable cost. Its development is intended to be a model of collaboration involving various socioeconomic and ethnic groups that comprise our community.

Application

To apply, please send an email to details@share-ws.coop with your resume, cover letter and 3 employment references.

Equal employment opportunity and having a diverse staff are fundamental principles at The High Falls Food Co-op, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, gender identity or expression, pregnancy, sexual orientation, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.