

HIRING ASSISTANT MANAGER!



Are you a grocery/food nerd looking for something new and unique? Do you go into grocery stores and think – “I would have displayed these items differently or carried a different mix of products”? Perhaps you’re tired of corporate bosses and feel like your creativity is being stifled. Perhaps you’re interested in real food, grown on real local farms, sold by real people. Perhaps you’d really like to have an authentic connection to your community of customers – one based on a genuine relationship and not on faceless transactions.

We have a job for you! Our Table Cooperative is looking for a part- or full-time **store assistant manager** for our on-farm grocery store in Sherwood, Oregon. Just 15 miles south of Portland, our 60-acre farm grows a large variety of organic vegetables and fruit. As a farm cooperative, we source the things we don't grow on our own farm from other Oregon farmers and food artisans who share our ethics and commitment to quality. Your job will be to assist the store manager in leading a team of staff working closely with growers, distributors, and customers to execute a complete strategy for the cooperative’s retail operations.

The farm store and attached commercial kitchen offer a full range of mostly organic and mostly Oregon-sourced groceries year-round. At an everyday level, your job will involve sourcing a curated range of grocery items, helping lead a team of storekeepers, coordinating with our farmers and kitchen staff, interacting with customers, and building community through food. You’ll find yourself swapping cooking tips with customers, setting aside those special pints of the first strawberries for the neighbor kid who can’t enough of them, and forming strong bonds with the community. Friday evenings in the summer will be about large communal gatherings with wood-fired pizza and lots of kombucha, beer, and wine. Summer u-pick, Fall pumpkin patch, Holiday night markets, and other events will allow ample opportunity to have large groups of people visit the farm and store. All of this in a worker-owned cooperative situated on a beautiful and vibrant farm...

The job involves a wide range of tasks in a dynamic and ever-changing environment; high-level strategy and business development plus a healthy dose of hands-on work on all aspects of operating and staffing a grocery store. The ideal candidate is both self-directed and collaborative, brings experience from the food retail industry, and can fit into a culture of trust, teamwork and fun!

If you are hankering for something more meaningful, come join us as we collectively create a whole new food culture - one that is based on authentic relationships and treats people, animals, and soil with the respect they deserve. One that puts food on our table.

REQUIREMENTS

- Excellent and wide-ranging retail and customer service skills.
- Demonstrated experience in retail settings.
- Experience in operations, product knowledge, merchandising, inventory control/receiving.
- Analytical and communication skills.
- Excellent interpersonal and motivational skills and willingness to work with a diverse group of people.
- Creativity and entrepreneurial spirit -- a willingness to do whatever it takes and work in a highly collaborative environment.
- Marketing skills a major plus.
- Demonstrated ability to work in a collaborative environment a major plus.
- Experience with POS systems.
- Values community, sustainability, passion for food and fun.
- Experience with farming or food production a plus.
- Commitment to cooperative principles.
- Willingness to participate in a start-up environment where it will be necessary to wear many “hats” at different times.
- Familiarity and involvement with the Portland area food scene a plus.

- Strong love of food, nutrition and healthy local economies is necessary.
- Current Food Handlers Card and OLCC servers permit.
- Ability to commute to Sherwood, Oregon.
- Ability and willingness to work some evenings and weekends on a regular basis.

Interested candidates should send a resume and three references via e-mail to jobs@ourtable.us

DETAILS

This is a part-time or full-time position starting as soon as possible.

Reports to: Amy Kennedy, Store Manager, Our Table Cooperative.

Compensation: Commensurate with experience.

MEMBERSHIP IN COOPERATIVE

All employees of Our Table Cooperative who work more than an average of 21 hours per week **are required** to apply for membership in the Cooperative under the worker membership class after completing one full year of employment and meeting various other criteria as defined in the Cooperative's bylaws. **By accepting employment at Our Table as a storekeeper you are consenting to participate in this process*.**

Requirements of worker membership status in the Cooperative include:

- Regular schedule of 21-40 hours per week.
- Participation in performance evaluations at 3-month and 9-month intervals within the first year of employment.
- Participation in extensive co-op training sessions to prepare you for membership.
- Participation in decision making requirements of worker membership pertaining to the business.
- Investment of \$5,000 in a Worker Membership Share—this can be paid as a lump sum, or through an interest-free loan from the Cooperative, to be paid back within 1-3 years through payroll deductions.

Benefits of worker membership status in the Cooperative include:

- Democratic voice and decision-making privileges in business operations.
- Ability to run for a seat as worker member on the Board of Directors.
- Entitlement to additional financial compensation in the form of patronage dividends during profitable years, as allocated by the board of directors.

*(*Exemptions to this requirement may be made for seasonal and/or very part-time employment as determined by worker-members of the Co-op.)*

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Regularly required to sit or stand, bend, climb and reach.
- Regularly lift up to 40 pounds with or without assistance.
- Working in an environment that has fresh fruits, vegetables, houseplants and flowers.

IMPORTANT NOTICE

The job duties, responsibilities, requirements, conditions, physical requirements, and work environment listed in this job description are examples of the tasks that an employee may be required to perform. Our Table Cooperative reserves the right to revise the job description at any time and to require employees to perform other tasks as circumstances or conditions of the business change.

Our Table Cooperative provides equal employment opportunity to all employees and applicants in accordance with applicable federal and state laws.

QUESTIONS

Call 503-308-8276 or email jobs@ourtable.us

Our Table Cooperative
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www.ourtable.us