



GENERAL MANAGER ROLE

Location: McKenzie Corner, 1286 McKenzie Ave., Victoria, BC V8P 5P2

WHO WE ARE

*The Root Cellar Village Green Grocer
is your fresh & innovative destination
market for extraordinary food experiences.*

We are a market amongst many, but our business model stands alone by providing an experiential shopping atmosphere driven by a passion for sustainability, and a locally focused purchasing philosophy.

We are a family business, founded in 2008 with a firm stance behind our motto *'farm fresh, dirt cheap, delicious'* and a drive to brighten every customer's day has resulted in our little market becoming a bustling community hub, now providing Vancouver Island's largest selection of organic, local and conventional produce, a full service butcher and deli, a boutique florist and garden centre, artisanal grocery, dairy & breads, a bulk foods section and a coffee bar bringing us to over 10,000 square feet, buzzing with over 100 employees.

At The Root Cellar, we believe that time spent gathered around the table is what connects us as people, families & communities. Good food is essential not only for survival but for our human need for togetherness. We want our customer's experience of food to be extraordinary, beginning with their visit to The Root Cellar. To create this experience we seek passionate individuals, driven by a shared love of food, experience, and impact. We value integrity, candor, a sense of humour and individuals whose drive for excellence results in a more rewarding work experience for all employees – Together we will support our corporate strategy, high standards and the community where we live, work and play.

THE ROLE

The General Manager role reports directly to the CEO/Owner, however they will be part of a collaborative team inclusive of Store Management, HR and Marketing. While this role's main objective is to implement strategic direction for growth and profitability of the business, a large component of the role is working directly with the team and customers. As the General Manager you will be responsible for operational efficiency throughout the organisation while developing and leading a business culture of innovation and continuous quality improvement.

As the successful candidate you will need to be agile with your time and energy, ensuring that you are supporting your team not only with administrative tasks but also being a familiar face within the store for our customers. Creating an inclusive and supportive environment on and off the floor is highly important, and as the Manager it will be your responsibility to be resourceful and creative in the execution of employee and business objectives.

You are eager to understand each team member and develop a culture that is all-inclusive, innovative and based on quality improvement. We seek a proven relationship builder, someone who can motivate and inspire a team whilst maintaining accountability for the implementation of strategic growth & direction.

If you are a self-initiated leader with solid decision making and problem-solving skills and believe you have advanced communication and team building skills and the ability to move an organization seamlessly through change & growth, whilst holding a team accountable to performance metrics, and growing profitability and market share, we want to hear from you.

OUR IDEAL CANDIDATE COMES EQUIPPED WITH:

- A degree in Business, Operations Management, Economics or similar. (MBA is highly regarded)
- Training or education in Management & Leadership.
- Experience in Produce and Grocery sales
- Strong business acumen with a proven track record of creating, growing & maintaining efficient operational systems.
- 8+ years of progressive relevant industry experience, including experience in leadership roles at a senior management level. Experience in HR and/or the retail consumer industry is an asset.
- Experience managing & analyzing profit and loss statements, sales volume, margin and overall expenses to ensure growth & profitability.
- Proficiency in Microsoft Office, and a general aptitude to learn software and systems.

THE DETAILS:

This is a full time position commencing promptly. This senior role is entitled to a competitive salary with bonus structure, comprehensive benefits, an employee & family assistance package, and a 20% Team Member discount in store. We encourage our Team Members to take advantage of learning opportunities, to grow and develop and to foster a culture of teamwork and innovation.

If you are interested in applying for this career opportunity, please submit your resume and cover letter.

We look forward to meeting you!

** Applications received without a cover letter will not be considered.*