



MEAT MANAGER ROLE

Location: McKenzie Corner, 1286 McKenzie Avenue, 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, artisanal grocery, dairy & breads, and an extensive selection of bulk food items.

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 – together we will support our corporate strategy, high standards and the community where we live, work & play.

If you are a motivated contributor with solid leadership experience, a high level of personal accountability, advanced communication and team building skills, and a love for food and people, we want to hear from you.

THE ROLE

We are looking for an experienced Meat Manager to join our growing team. Our meat market is focused on local, sustainable, quality meats sourcing from a wide range of Island producers. We take pride in ensuring all our products are free of fillers, hormones and antibiotics. Our butchers are masters of their craft, and our recipes are created in house using the finest ingredients.

Our ideal candidate will lead, manage, and inspire Meat Department staff to ensure a positive and memorable customer experience. They will work in conjunction with other managers to develop plans, achieving and surpassing KPI's. The successful candidate is a resourceful, detail oriented, self motivated leader who is eager to contribute to a culture that is all-inclusive, innovative, and focused on quality improvement. They are a forward thinker who is eager to learn and educate their team in order to help progress the store and their fellow employees.

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WHAT YOU'LL DO:

- Continuously push the boundaries for innovative ways to cut, process and display our products.
- Demonstrate outstanding leadership and a passion for motivating and developing an effective team.
- Manage displays to ensure limited product loss and that all products on the sales floor meet company standards for quality and freshness.

- Coach, train and motivate Team Members to maintain the highest level of productivity.
- Create a coaching and development culture for all staff, which embraces a passion for food.
- Ensure the department achieves all financial targets and maximizes sales and margins, including appropriate sales forecasting and labour cost control.
- Maintain product quality, product loss, and department man hours vs. sales to the company standards.
- Maintain familiarity with your competitors and suggest new products to keep your category exciting.
- Lead the implementation of company policies and procedures including Health & Safety, Food Safety and loss prevention.
- Hire, coach, train and motivate Team Members to maintain the highest level of productivity.
- Merchandise, manage inventory and schedule to meet financial objectives.
- Handle all customer concerns and complaints in an effective and positive manner ensuring beneficial results.
- Effectively respond to challenging situations in a positive and professional manner providing solutions and proposing new ideas.
- Be a role model and inspire behaviour consistent with our values.

OUR IDEAL CANDIDATE COMES EQUIPPED WITH:

- Minimum of 2 years of management experience in a meat or food specialty environment.
- Minimum of 3 years of meat cutting experience.
- A passion for food and a love for fast paced work environments.
- Experienced in sausage-making and the creation of recipes to make specialty in-house products for retail sale.
- Outstanding leadership skills; you serve as a role model for the department and all other store Team Members.
- Strength in written and verbal business communication, problem solving, and interpersonal skills.
- Exceptional organizational skills, ability to manage time efficiently and adapt to changing priorities.
- Flexibility to work a variety of hours including days, evenings, and weekends.
- A strong business acumen with a proven track record of creating positive results.
- Demonstrates discretion, integrity, both open & fair-mindedness, and functions well under pressure.
- A high level of self accountability, and an appreciation for details & organization.

THE DETAILS:

This is a full time position commencing promptly. This role is entitled to a competitive salary with a 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.*

The Root Cellar is an inclusive employer, and values diversity in our team. We especially welcome applications from members of historically marginalized groups, including women, BIPOC, LGBTQ2S+ individuals, and people with disabilities. We are committed to ensuring our application process is accessible and barrier-free. If you require accommodations during the recruitment process, please reach out. All correspondence is confidential.