

Deli Manager

Time Commitment: This is a Full-time, salaried position. 1 weekend day required per week, and morning and evening shift availability a must.

Who are we? The Woodstock Farmers' Market is the area's premier year-round, fresh food-focused grocery store. We are committed to creating and selling the best products sourced locally and globally, ethically and sustainably. We hire only the most service-oriented people who appreciate a fun, fair, drama-free workplace, and share our core values:

- Come with an empty cup: have humility
- Sit at the table together: be collaborative
- Do the right thing—always: be honest, accountable and have integrity
- Always hungry: relentlessly get stuff done
- Fish Cakes: think outside the box to creatively solve problems
- Bright side: always be positive

The Job: A WFM Deli Manager oversees all aspects of the day-to-day running of the combined Deli departments (Deli, Bakery and Coffee service). They also work closely with the Meat & Seafood and Cheese departments to provide great service to our customers. They help with buying. They work with our ECRS Catapult Point of Sale system ensuring that all data is complete, accurate and up to date. They direct the Deli team's tasks, upholding the highest standards of safety, quality, cleanliness, and efficiency. They are involved in hiring, training, scheduling, evaluating, and disciplining the staff. They ensure the store looks at its best, all the time. They give outstanding service to others, and lead by example. Most of all, this candidate must share the strong values of the Woodstock Farmers' Market both in practice and spirit:

Outstanding Leadership Skills: Must follow WFM Servant Leadership model, must possess humility, must teach, mentor, understand and use mindful and positive conflict resolution. Must be able to motivate and help create a positive work environment for staff. Must be able to help create and set the standard of outstanding WFM work habits. Must be able to listen and lead with compassion.

Outstanding Communication Skills: Must be able to listen and give positive and constructive criticism as well as positive reinforcement. Must be clear in direction and able to communicate effectively with other leaders and managers. Must encourage the contribution from others and must be able to communicate and have "difficult conversations" with leaders and staff. Must be able to clearly articulate thoughts and desires without passive aggressiveness.

Specific Duties:

- Writing the schedule, as well as setting daily and weekly tasks: stocking, maintaining supplies, case displays and accurate signage
- Setting the standard for excellence in service, quality and cleanliness, and holding staff accountable
- Overseeing the buying of coffee, and managing inventory
- Helping out as needed in the Meat & Seafood and Cheese departments, and setting the example of outstanding service to all
- Training, directing and managing a group of deli staff to make truly great coffee drinks, stock and merchandise deli foods and bagged coffee
- Holding weekly L10 meetings

- Helping to set annual vision/goals/budgeting for department
- Reports to Operations Manager

Our Needs:

- Must have outstanding math, communication, and organizational skills
- Must possess an excellent grasp of finance, costing, and pricing
- Experience: Several years' experience in a sales environment
- Must be able to direct and manage a group of people, keeping them focused and motivated
- Outstanding Math/Computer Skills: Ability to work with Excel spreadsheets and understand costing and pricing
- Strength and Physical Stamina: Must be able to lift 40# with or without accommodation. This job requires standing, bending, squatting, reaching, twisting, sweeping and mopping
- Love of Service: Actively looking for ways to help people and enjoying it—both guests and team members.
- Excellent Day Planning and Long-Range Planning Skills: Ability to anticipate and schedule for busy and slow times.
- Outstanding Organization and Communication Skills: Ability to prioritize projects and keep them moving forward while communicating this to a team of people. Must maintain supplies for department
- Being Graceful in Difficult Situations: Having a personality that can naturally handle tough news and is able to turn a difficult encounter into a win for the Market.
- Experience working with a team of people: communication and collaboration, teamwork, daily, weekly, monthly goals, projects etc.

Education: At least 2 years' work experience within the food industry or retail is required. High School or GED degree is necessary. Ideally, experience purchasing foods or perishables is preferred.

Compensation:

\$20/hr +/-, based on prior experience(salaried position)
 30% employee discount
 Short term disability (no cost to employee)
 Health insurance contribution of \$340 per month
 Optional dental and vision insurance
 Gym membership contribution of \$120 a year (6 month wait period)
 Annual shoe reimbursement at year anniversary up to \$75
 Simple IRA (one year vesting period)
 Earned vacation time