



Now Hiring! General Manager

Durham Co-op Market is a cooperatively owned grocery store on West Chapel Hill Street in Durham, NC. The Co-op is open to all shoppers, and offers local, organic, and natural food and other products. DCM reinvests profits back into the community, practices sustainability, and fosters a positive, respectful workplace. We are built by Durham and dedicated to serving Durham.

The Durham Co-op Market has been serving the public as Durham's community-owned grocery store since 2015. We are seeking a community-minded, entrepreneurial leader to take us into the next chapter of our Co-op story.

Our next leader will be someone ready to be a champion for the Co-op and for Durham, who is a good listener and willing and able to take ideas and feedback and turn them into action. We seek a socially conscious person who is prepared to create positive change in our community.

Durham is an authentic, artistic, diverse, changing, and growing community where everyone is welcome, and you can truly be yourself! And at the Durham Co-op Market, every decision we make is based on our values. We sweat the little stuff, look at the big picture, and aim to serve and support Durham through everything we do. We live out our values through practices and high standards we're proud of, from product selection, ingredient requirements, and ethical sourcing to meaningful partnerships, deliberate staff care, and honest marketing. We aspire each day to cultivate a no-nonsense, truly impactful food system that benefits everyone in Durham and beyond.

Our Ends are at the heart of everything we do, and the GM leads the co-op toward achievement of those Ends.

The Durham Co-op Market will:

- Create an open, inclusive, and diverse store that welcomes our community.
- Make high-quality, nourishing food affordable and accessible.
- Support the local economy and local food systems.
- Model environmental sustainability in our practices and products.
- Foster a healthy workplace based on dignity, opportunity, and fair compensation.

The GM oversees all aspects of co-op operations including finance, personnel, marketing, membership, and community outreach. They are expected to monitor industry trends, be responsive to shopper input, and nurture strong relationships in the community.

The GM reports to the Board of Directors who are elected by the members and responsible for governing the co-op as well as oversight and delegation to the GM. The Board uses the Policy Governance model and directs the General Manager through its policies.

Required Qualifications

- Retail Grocery Experience
- Strategic Thinking
- Financial Management
- Business Planning
- Building and Leading Teams
- Professional Communication
- Problem Solving
- Entrepreneurialism
- Managing People
- Collaboration
- Accountability
- Self-motivated
- Advocates for Organization
- Service Mindset
- Embraces Cooperative Structure

Salary and Benefits:

- \$70-\$95,000 commensurate with experience
- Paid Time Off
- Co-op Discount
- Worker Ownership
- Short Term Disability Insurance
- SIMPLE IRA
- RelyMD on-demand virtual healthcare for minor issues

See full job description at <https://durham.coop/work-with-us/>

Position will be posted until filled.

To apply, please submit resume with cover letter to: lenore@durham.coop