

Job Posting:

**General Manager
Lakewinds Natural Foods
Minnetonka, MN
Full-Time**

Lakewinds Natural Foods is a full service cooperative grocery serving the western suburbs of Minneapolis with healthy food and wellness products for nearly 40 years. Lakewinds has combined sales over \$25 million with two locations (13,000+ sq-ft) serving over 13,000 members and other customers.

Lakewinds takes pride in being unlike other grocery stores. Our culture and values are based on cooperative principles and our employees are driven to provide the best customer service possible. The organization plays an active role in the community as a leader on environmental and sustainable business practices and places a strong emphasis on educating members and others about natural foods and healthy living. It also has an active grant program which supports like-minded local non-profit organizations. You can find more information on Lakewinds Natural Foods at www.lakewinds.coop.

Co-op Principles:

The following principles are at the heart of our organization and drive our overall values, setting Lakewinds apart from other organizations:

- Voluntary and open membership
- Democratic member control
- Member economic participation
- Autonomy and independence
- Education, training and information
- Cooperation among cooperatives
- Concern for community

Requirements/Qualifications:

A successful candidate must demonstrate consistent leadership, superior communication skills and financial management skills. Additionally, candidates should demonstrate a commitment to the cooperative values and mission, and possess a strong command of the Lakewinds' business including: finances, buying philosophies, inventory control, service standards, community visibility and organizational values.

The General Manager is responsible for annual strategic planning, budgeting, and driving top-line growth in partnership with the management team as well as defining and executing the long-term strategic vision in collaboration with the board.

- Minimum of ten years' management experience, at least five as a senior level manager, with accountability for business planning and achieving business and financial goals
- Comfortable in a visible position within the community
- Experience in retail, food, or related industry
- Strong business acumen, including strategy, finance and operations
- Demonstrated success achieving goals with and through others
- Ability to achieve financial results while not losing sight of mission
- Understanding of and commitment to co-op values
- Exceptional communication skills; ability to communicate clearly, both verbally and in writing, to a variety of audiences
- Ability to influence others and drive innovation and change
- Ability to confront and resolve conflict positively and decisively
- Strong critical thinking and problem solving skills

- High ethical standards and personal integrity
- Ability to work varied hours and days
- Ability to meet deadlines and coordinate projects
- Experience managing a diverse staff and leading a large organization

Reporting Structure:

The General Manager reports to the Board of Directors, and has several senior level direct reports including finance, HR, store management and operations director. Lakewinds has 220 full- and part-time employees.

Qualified candidates can submit cover letter, resume, references and salary requirements to veronical@lakewinds.coop. Please no faxes.