



Career Opportunity

Ucluelet Co-op is hiring a **General Manager (GM)**, on a permanent full-time basis, located out of our Main Store in **Ucluelet, B.C.** on the beautiful West Coast of Vancouver Island. This is an excellent new opportunity for a dedicated, innovative, and outgoing retail leader to work with a Board of Directors in the development and implementation of business strategies while coaching and developing a diverse team in a community focused environment.

Ucluelet Co-op is retail with a community impact. Being member owned, we focus on giving back by supporting many community initiatives and providing equity back to its members. We continue to grow and evolve with a deep history in the community going back over 50 years. We remain a locally focused co-op with more than 4,000 members and continue to grow.

What you'll do:

- Oversee appropriate integration across all operations and business lines, evaluating opportunities for diversification, and ensuring alignment to the vision, mission, and values of the organization.
- Oversee the safe, sustainable, and efficient operations of the organization and lead the innovation of processes and services.
- Drive targeted growth of sales and performance to improve profitability and overall customer experience.
- Ensure an effective relationship with the Board of Directors by identifying priorities, issues and strategic challenges within the organization and ensuring consistent and clear communication.
- Lead a high-performing, adaptive team through transformational change initiatives by communicating the mission, vision, values, and strategic direction of the organization with the goal of inspiring a diverse workforce to achieve Ucluelet Co-op's strategic business plans.
- Ensure the financial integrity and wellbeing of the organization by taking overall responsibility for financial governance, risk management and the health of the Co-operative.
- Oversee acquisition and merger opportunities, diversification strategies and other long-term capital projects.
- Work closely with the CRS (Co-op Retailing System), in maintaining a mutually beneficial relationship.

Who you'll work with:

The successful candidate will report to and work closely with the Board of Directors, in addition to providing leadership, coaching and guidance to the Senior Leadership Team, cultivating a culture of success, inclusion and serving the community at large.

You will also build, maintain, and encourage effective collaboration with the CRS (Co-op Retailing System), team members, unions, customers, and other relevant stakeholders.

Who you are:

You are looking for a career in Retail Store Operations and:

- Have a minimum 5 years in retail with strong experience in a leadership capacity (a diploma or degree is an asset but not a requirement).



- Are a self-starter who has excellent communication skills and is a community-minded individual with the ability to connect, coach and mentor diverse teams.
- Have an entrepreneurial mindset and a strong understanding of the financial aspects of the business including risk management, profit and loss, mergers and acquisitions and diversification.
- Experience in overseeing detailed department operating budgets, timelines, people, and processes.
- You believe in building relationships and collaborating to deliver solutions that matter most, and you recognize the value that different perspectives bring to meeting shared objectives.
- Ideally, you will also have:
 - A general knowledge of co-operatives and a belief in the Co-op principles.
 - Experience in collective bargaining and leading a unionized workforce.
 - Experience working with and reporting to a Board of Directors.

What we offer:

- An approximate salary range of \$100,000 - \$130,000.
- Short-term incentives, a comprehensive benefits package, and an employer-contributed pension plan.
- Relocation benefit package for applicable candidates.
- Encouragement to take advantage of learning opportunities to grow and develop as a Team Member.
- As a co-operative, we do business differently. We believe in working together to serve Western Canadians, delivering profits back to our communities and investing in sustainable growth. To learn more about who we are and what we offer, please visit uclueletco-op.crs

We are committed to providing reasonable accommodations throughout the recruitment process to ensure an enjoyable candidate experience. If you require an accommodation during the recruitment process, we invite you to submit your requests to us via retailtalentacquisition@fcl.crs. All information received will be kept confidential.

How to apply:

If this opportunity speaks to you, we invite you to apply by submitting a resume and cover letter by **June 6, 2025**. **FOR THE HUB: by sending your resume and cover letter to retailtalentacquisition@fcl.crs.**

We thank all candidates for their interest, however only those selected to continue in the recruitment process will be contacted.

Please note, as this position is considered a position of trust, you may be required to complete a criminal background check, credit check and provide a driver's abstract in accordance with Ucluelet Co-op policies.

We acknowledge with respect and gratitude that we conduct business on the traditional territories of the Nuuchahnulth people, specifically the Yuułuʔiłʔatḥ (Ucluelet) First Nation. We recognize and honour their enduring connection to this land, the waters, and all living beings.



At Co-op, we embrace diversity and inclusion, and we're working to create a workplace that is as diverse as the communities we serve. We support and provide an environment that allows all team members and guests to feel at home.