



Job Title: Regional General Manager

Reports to: Managing Partner

Supervision: Staff and volunteers

Location: Memphis, TN

Pay Grade: Salary

Travel Required: Up to 40%

Benefits: Negotiable

## Who We Are

New South is a farmer-owned cooperative that sells, aggregates, and delivers locally grown produce across the Mid-South. Our headquarters is located in North Little Rock, AR, but we have operations, markets and producers across the state and into Western Tennessee. Our cooperative was formed in 2014 and we have been growing our Community Supported Agriculture program and retailer relationships ever since. We're proud to be fresh, local, and farmer-owned, and are looking for the right person to lead us through our next phase of growth.

## Overview of Position

The Regional General Manager (Regional GM) is responsible for directing the strategic vision and growth of the Cooperative in their associated region and reports directly to the Managing Partner. The GM is responsible for the effective stewardship of all human and financial resources and physical assets, as well as growing the brand and increasing sales. This position will be expected to guide seasonal production planning, including identifying and securing production of goods from farmers in the 60-mile orbit of their warehouse; engage in new market development and aggressive sales growth; and expand the supporting logistical network utilizing lean infrastructure and assets.

## Minimum Requirements

- Bachelor's degree business, management, or related field, plus five (5) years of related experience, or eight (8) years of related experience
- Proficiency with QuickBooks and Microsoft Office (Word, Excel, PowerPoint, etc.) or similar programs
- Minimum of three (3) years in a leadership/managerial capacity

## Preferred Requirements

- Master's degree in business, management, marketing, logistics or related field; plus three (3) years of related work experience
- Food supply chain or food hub management experience
- A background in Agriculture, either through farming or Academia
- Entrepreneurial experience, including a leadership or management role in startup/growth-phase business, marketing/sales and wholesale/retail produce brokerage or comparable experience
- Experience with Policy Governance and Board Development

## Responsibilities

<u>LEADERSHIP</u> 30%	<p>Lead the implementation of multi-year business and operating plans for the region, including geographic and sales growth strategies</p> <p>Represent the brand and story of the Cooperative to the public; lead a team focused on direct market sales/brand development</p> <p>Develop a culture of trust and performance among Co-op employees and farmer-owners alike</p>
<u>FARM ENGAGEMENT</u> 20%	<p>Identify and begin business relations with new farmers and ranchers of all production methods in the 60 mile region orbit</p> <p>Work with regional technical assistance providers to improve farmer productivity and profitability</p> <p>Ensure timely payments and honest, continuous feedback to farmers</p> <p>Assign and allocate regional production among farmer partners of the region</p>
<u>OPERATIONS</u> 30%	<p>Ensure compliance with all relevant food safety regulations</p> <p>Ensure a safe, productive and efficient working environment for Co-op employees, and supervise employee activities across operational areas</p> <p>Oversee safe and efficient produce transportation and storage</p> <p>Maintain records of business transactions and product inventories</p> <p>Ensure compliance with all relevant tax and regulatory issues, including personnel records, insurance policies, and creditor requirements</p>
<u>COOPERATION</u> 20%	<p>Provide accurate, thorough, and timely reporting to the Executive Director to ensure high accountability, and proactively communicate with the Executive Director on strategic issues</p> <p>Develop a strong working relationship with the Board of Directors as the top leadership team of the Cooperative</p> <p>Develop a strong relationship with Regional Funders, focusing on strategy and operations; steward funds responsibly &amp; ethically, and report on usages.</p>

## Most Critical Proficiencies

- Strategic leadership and experience in staff management
- Possess a track record of success in business and financial management, and a proven record of successful sales team management
- Exceptional communicator, motivator and leader of people - a person of high integrity, trustworthiness, and inspiration
- Strong commitment to social justice and diversity in both supplier and buyer relationships

## Essential Job Functions and Physical Demands

- Ability to communicate clearly to a variety of colleagues and diverse constituents at all levels, in both oral and written communication via phone, email, or in person
- Willingness and ability to work occasional weekends, after hours, and holidays as required
- Ability to work under pressure, perform multiple tasks, and manage consistently competing priorities
- Producing and presenting critical, analytical reports in a well-designed and attractive format with superior attention to detail
- Ability to work with sensitive information and to maintain confidentiality
- Willingness and ability to travel extensively throughout the region
- Ability to lift from floor to waist and carry up to 50 pounds floor to waist at various locations/project sites, and to work in outdoor temperatures and various weather conditions as needed
- May require constant sitting; working at a computer and focusing for extended periods of time and performing office environment activities while on the road and/or in remote conditions