



# East Aurora Co-op Market

locally grown, community owned

## East Aurora Co-op Market (EACM)

East Aurora Co-op Market is a cooperatively-owned grocery store on Main St., in East Aurora, NY. The co-op is open to all shoppers and offers local, organic and natural food and other products. EACM reinvests profits back into the community, practices sustainability and fosters a positive, respectful workplace. We are built by East Aurora and dedicated to serving East Aurora and surrounding communities.

## Job Description

### Team Member

**Overview:** The East Aurora Cooperative Market is seeking full time and part time Team Members to work in our Grocery, Produce and Customer Service departments. Co-op Team Members will be friendly and helpful to and should love to delight customers with excellent customer service, a fun shopping experience and quality products.

**Status:** Full time and part time positions, paid hourly

Reports to:

Supervises:

## Qualifications

### Desired experience

- Experience in a retail or merchandising position
- Ability to lift up to 50lbs on a regular basis

### Required qualifications

- High integrity and positive attitude
- Love for great food
- Desire to work directly with customers and other staff members
- Strong organizational skills
- Commitment to superior customer service and to providing the highest quality shopping experience possible
- Keen attention to detail
- Ability to follow, contribute to and assess systems for efficient and productive operations
- Strong communication and listening skills
- Ability to work well with others in a cooperative environment where teamwork and constant communication are essential
- Demonstrated ability to follow through on commitments.

Please [apply on our website](#) only.



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## **Definition of a Cooperative:**

A co-operative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.

## **Common Cooperative Values:**

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, co-operative owners believe in the ethical values of honesty, openness, social responsibility and caring for others.

## **Co-op Principles**

1. Voluntary and Open Ownership; Open to all without gender, social, racial, political, or religious discrimination.
2. Democratic Control; One owner, one vote.
3. Owner Economic Participation; Owners contribute equitably to and democratically control the capital of the cooperative. The economic benefits of a cooperative operation are returned to the owners, reinvested in the co-op, and/or used to provide owner services and supporting other activities approved by the ownership.
4. Autonomy and Independence; Cooperatives are autonomous, self-help organizations controlled by their owners.
5. Education, Training, and Information; Cooperatives provide education and training for owners so they can contribute effectively to the development of their cooperatives. They inform the general public about the nature and benefits of cooperation.
6. Cooperation Among Cooperatives; Cooperatives serve their owners most effectively and strengthen the cooperative movement by working together through local, regional, national and international structures.
7. Concern for the Community; While focusing on owner needs, cooperatives work for the sustainable development of their communities through policies accepted by their owners.

## **Respect for All People**

Respect for all people is one of East Aurora Co-op Market core values. The Cooperative is committed to providing an environment of mutual respect, free of harassment and discrimination for our team members, customers and vendors. All staff owners are expected to treat fellow employees, customers and vendors with courtesy and to resolve any differences in a professional, non-abusive, non-inflammatory and non-threatening manner. All staff members are responsible for their own behavior and for understanding how their actions affect everyone in the workplace.

## **Ethics Policy**

East Aurora Co-op Market believes that good character is the greatest asset in any business. East Aurora Co-op Market chooses to conduct its business in compliance with all applicable laws, rules, and regulations. We strive to be honest in our public statements, advertising, and publicity and to avoid misrepresentation in our business dealings. We vow to be courteous and considerate to those with whom we have dealings and to refrain from unfair practices and to keep all personal information confidential.