



Retail Supervisor – Kuilima Farm Stand

Position Description

Pono Pacific Land Management, LLC was founded with a vision of helping Hawai'i's conservation agencies and landowners. Since 2000, we have been providing specialized services to a wide variety of clients in almost every ecosystem in Hawai'i, from mountain ridgelines and forests to coastal areas and near-shore reef systems.

In 2019, Pono Pacific was contracted by Turtle Bay Resort to manage 468 acres of agricultural land mauka of the resort. Kuilima Farm is a healthy, vibrant farm that matches best-in-class sustainability practices alongside Hawaiian knowledge and culture. The ideal candidate will exhibit the values that steer our organization: character, humility, 'ohana (family/community-mindedness), service, excellence, and nobility. The Retail Supervisor will act in the best interest of the company, other employees, and in a fair, safe, effective, and legal manner.

The Retail Supervisor will directly report the VP of Farm Development. Their responsibilities include overseeing all necessary components for a successful retail operation—while adhering to sanitation, quality, health and service standards throughout the entire process. This includes managing inventory, maintaining displays, ordering merchandise, working with guests, understanding product movement, maintaining accurate financial records, cleaning, and more. The Retail Supervisor must be able to manage and lead other employees as well as be ready to occasionally work as crew for other farm team leads as circumstances require, such as during a large harvest. They should possess a high degree of organization, professionalism, leadership, communication, and organizational skills.

Specific Position Goals/Expectations:

- Devises and implements overall retail strategy, supervising stock control and pricing policies which maximize profits and advance local reputation.
- Maintains a high-level guest experience through guest interactions and product offerings.
- Manages financial and statistical records to meet sales goals and targets to maximize profitability.
- Directs and coordinates worker shifts as well as oversees and supports all necessary Farm Stand duties, including receiving and displaying inventory, servicing guests, maintaining daily records, cleaning, and more.
- Provides training to improve the knowledge base of the staff and utilize cross-training methods to maintain productivity.

Desired Qualifications:

- 3 years successful experience in retail sales with proven track record.
- 2+ years successful experience in retail store management preferred.
- Bachelor's degree in Business, Management, Agriculture or related field preferred.
- Must be hardworking, trustworthy, and willing to learn.
- Flexibility and humility are key. Must be ready to switch gears and support other teams on our dynamic and growing operation.
- Proficiency with Point of Sales systems and MS Office suite.
- Time management skills.
- Interest in sustainable agriculture preferred.

Starting Pay: Commensurate on education and experience

Benefits:

- Health care with dental, drug, and vision
- 401(k) Plan
- Training and development opportunities

To apply, please submit a cover letter and resume to ponojobs@ponopacific.com