



We have an opening for: **Grocery Stocker**

Please read the attached job description in its entirety. If you are interested in this position, complete an online application. If you are an in-house staff member, please submit a letter of interest, which should include any relevant experience or skills that are applicable to the position you are applying for, to the Human Resource Department.

Schedule:

| Hours | Sun. | Mon. | Tues. | Wed. | Thurs. | Fri. | Sat. |
|---------|--------------------------|--------------------------|-------|--------------------------|--------|------|--------------------------|
| 27hours | 2:30 p.m.- 10:30 p.m. | 11:00 a.m.- 5:00 p.m. | OFF | 11:00 a.m.- 5:00 p.m. | OFF | OFF | 3:30 p.m.- 10:30 p.m. |

Note: There may be times when additional hours or schedule changes are necessary.

Department meetings are announced when scheduled, and dates and times may vary. Department meeting attendance is mandatory.

Wage:

- Starts at \$17.50 per hour.
- Increases to \$17.85 per hour after six months.
- After six-month increase the following increases occur:

Total number of hours worked

| Start | Six-Month | 2080 | 4160 | 6240 | 8320 | 10400 | 12480 | 14560 |
|---------|-----------|---------|---------|---------|---------|---------|---------|---------|
| \$17.50 | \$17.85 | \$18.21 | \$18.75 | \$19.32 | \$19.90 | \$20.49 | \$21.11 | \$21.74 |

2080 hours worked is equal to one year if you work full time (40 hours per week). Increases after 2080 hours worked occur every 2080 hours worked up to 14560 hours.

Benefits:

For all regular status employees:

- 20% discount on store purchases.
- Employee Assistance Program
- Paid vacation time, Extended Illness Leave and Bereavement Leave
- 401(k) Retirement Plan
- Holiday Pay

For employees working 20 – 30 hours per week:

All of the benefits above, plus:

- Life Insurance
- Short Term Disability Insurance

For full-time employees working 30 - 40 hours per week:

All of the benefits above, plus:

- Health Insurance
- Dental & Vision Insurance
- Flexible Benefits, Health Savings Account
- Long Term Disability Insurance
- Long Term Care Insurance (35+ hours per week)

Application Deadline: Open Until Filled

Questions: Call Human Resources at 541-3663 ext. 207

Date Position Posted: May 25, 2023

Grocery Stocker

To keep displays, coolers, and shelves fully stocked and to provide prompt, friendly, courteous customer service.

Department: Grocery

Reports to: Stocking & Receiving Manager

Duties & Responsibilities

The essential duties and responsibilities of this position include, but are not limited to, the following:

Stocking:

- Stock shelves fully without overcrowding; face items on shelves.
- Rotate older stock to front, making space for new stock.
- Pull out of date or low-quality items and follow established procedures for recording and disposing of them.
- Label items accurately with price tags, signs or four-digit codes. Report price and product discrepancies to buyers or orderers.
- Maintain stocking lists for later shifts. Notify buyers of out-of-stocks as needed.
- Take inventories of department stock for buyers as requested.
- Work and organize back stock as needed.
- Process necessary shrink items.

Customer Service:

- Assist customers with product questions, in prompt, friendly, courteous manner, referring them to other staff or departments when necessary.
- Offer informed suggestions for purchases and ways to prepare and use products.
- Help customers place special orders.

Receiving:

- Prepare storage areas for incoming deliveries.
- Check deliveries to verify piece count, and check for obvious damage. Notify buyer of discrepancies.
- Help with unloading as needed.
- Sign for deliveries with appropriate adjustments noted on invoice and route invoice to scanning coordinator.
- Set aside special orders, match product with special order form and notify customer service.
- Expedite getting out-of-stock items out on the floor. Rotate back stock into storage.
- Notify appropriate departments as necessary of incoming product.

Recycling/Reusables:

- Collect, sort and deposit store recycling.
- Maintain, label and reset recycling bins both inside and outside of store.
- Rotate reusable bins.
- Sort reusable and distribute accordingly.
- Label and stock clean containers.
- Inspect, clean and sanitize usable container donations.

Cleaning:

- Vacuum, wipe and dust bulk area.
- Clean bulk bins, shelves and coolers as needed or directed by supervisor.
- Maintain clean work area and assist in backroom cleaning.
- Upon closing of the store, clean and wipe all areas and items as designated on checklist or by supervisor.

Department Maintenance:

- Keep shelves, coolers, bins and back stock in clean, orderly condition. Dust and clean shelves and product as needed.
- Remove trash promptly, sweep and mop floor.
- Maintain supplies of bulk bags, tags, twisties, coffee bags and gloves.
- Use equipment safely. Advise Stocking and Receiving Manager or MOD of equipment problems.
- Record department shrink promptly and accurately.
- Participate in periodic inventory counts.
- Follow safe working practices.

Other Responsibilities:

- Attend stocking department and storewide meetings.
- Bag and assist front end as necessary.
- Answer and route phone calls, take and route messages as needed.
- Perform other tasks assigned by Shift Lead, Stocking and Receiving Manager or MOD.

Qualification Standards

| | |
|-----------------------------|----------------------------------------------------------------------------------------|
| Education/ Training: | High School education or GED preferred, but not required. |
| Experience: | Customer Service experience and familiarity with natural foods and products preferred. |
| Knowledge/Skills: | Ability to follow instructions well. |
| Attendance: | Regular, predictable attendance. |
| Other: | Ability to work closely with others. Must be 18 years of age or older. |

Position Requirements

| Essential Functions / Tasks: | Requirements: |
|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| Physical: | |
| Vision | Ability to read product labels and to distinguish color for quality control. |
| Hearing | Hearing required to converse with customers and co-workers. |
| Sense of Smell | Ability to smell for inspecting product, sanitation standards. |
| Gripping | Pick up boxes, cans, other products, tools and equipment. |
| Lifting | 25-35 pounds on a regular basis. Occasionally up to 50 pounds. |
| Stooping | Stoop and maneuver to pick up boxes from shelving and carts. |
| Squatting | Squat and maneuver to pick up boxes from shelving and carts. |
| Push/Pull | Carts/racks weighing up to 200 pounds frequently and 500 pounds on occasion. |
| Kneeling | Frequent kneeling. |
| Climbing | Occasional use of step stools. |
| Bending | Frequent bending. |
| Reaching | Reach overhead, front, side and back. |
| Equipment Operation | Ability to safely operate equipment. |
| Carry Objects | Ability to carry objects weighing up to 65 pounds. |
| Sitting | Not applicable. |
| Walking | Short distances to bring items from miscellaneous areas. |
| Standing | Prolonged standing. |
| Climate | Ability to work in cold environments (cooler, freezer, back stock area) and handle cold products for extended periods of time on a regular basis. |
| Mental & Psychological Demands: | |
| Comprehension | Understands and retains directions. |
| Reading/Writing | Basic reading/ writing skills. |
| Speaking | Communicate effectively with co-workers and customers. |
| Decision Making | Use basic problem-solving techniques. |
| Attention to Task/Detail: | |
| Critical Thinking Skills | Organize tasks, set priorities and distinguish high quality reusable containers. |
| Multi-Tasking | Perform and /or direct multiple tasks simultaneously. |
| Interaction with Others: | |
| Customer Service | Ability to interact with the public in a positive and friendly manner. |
| Co-workers | Work cooperatively with co-workers. |
| General | Maintain composure under all circumstances. |

Revised: 6.4.2020