**Daily Bread Co-operative (Cambridge)**
Vegetarian wholefoods shop.
**Location:** CB4, Cambridge, UK.

**Job Opportunity: Co-operative Member**

Full-time positions available.
Permanent basis, 40 hours per week.
Application deadline: **13/08/23, 12 noon** at the latest.

We have several exciting opportunities available for motivated, like-minded individuals to join our team in the day-to-day running of our independent co-operative wholefoods shop.

**About Us:**

Daily Bread Co-operative is a ‘people before profit’ independent workers' co-operative, guided by principles such as democracy, equality, equity, self-help, and social responsibility. We operate as an alternative model to mainstream, profit-driven businesses, and actively pursue sustainable practices to reduce our carbon footprint. We strive to make meaningful contributions to our community through charitable donations, partnerships, and sourcing from local suppliers.

**The Roles:**

We are seeking prospective Members who are as dedicated as us to promote ethical, sustainable, and healthy choices through the provision of wholefoods and vegetarian products.

As a Co-operative Member, you will play a vital role in ensuring the smooth operation of the co-operative and promoting our values. In this multi-faceted role, you will engage in a range of activities supporting the running of the shop. We are also interested in any specific skill sets or experience you may have, such as (but not limited to) those listed below – please let us know in your application:

- Business
- Management
- Finance
- Health/Nutrition
- Admin
- Marketing & Social Media
- Arts/Creative

**Key Details:**

- **Pay:** Real Living Wage at £10.90 per hour.
- **Working hours:** 8 hours per day, from 8:30am to 5:30pm or 9:30am to 6.30pm.
- **Breaks:** 2 x paid 15-minute breaks and 1 unpaid lunch hour.
- **Paid annual leave entitlement:** 7 weeks per year, including bank holidays.
- **On-the-job training.**
Member benefits:

- Staff discount.
- Staff pension.
- Work opportunities for personal and co-operative development.
- Up to 15 minutes paid self-reflection/prayer time daily during working hours.
- Free hot beverages.
- 1 free piece of fruit per day.

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<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
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<td>Good standard of secondary education or equivalent practical; relevant work experience, with excellent communication skills both written and oral.</td>
<td>Existing qualification in any of the following: First Aid, Fire Marshalling, Food Hygiene, Food Allergen Safety or Forklift Driving.</td>
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<th>Knowledge &amp; Skills</th>
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<td>Effective administrative and organisational skills; ability to plan, prioritise and manage a range of work activities within agreed service levels.</td>
<td>Finance experience, for example budgeting, payroll administration or financial reporting</td>
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<td>Ability to work with numbers in the context of cash handling, checking deliveries, mixing/weighing, and packing down quantities of dry foods correctly.</td>
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<td>Ability to interpret, apply and communicate regulations and procedures, demonstrating sensitivity and diplomacy when communicating complex or difficult information.</td>
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<td>Ability to work both independently with minimal supervision and collaboratively, with flexibility to ensure effective service delivery.</td>
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<td>Team-working and the sharing of good practice, developing effective professional relationships with other</td>
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Co-operative Members, Workers, and those in our community.

Work experience in retail or other customer service-related roles.

Stamina for heavy and repetitive lifting, standing for long periods of time.
Able to safely lift 16kg.
Able to safely lift 25kg

IT skills – user level of Office suite.

Qualities

Ability to work with colleagues who need extra support because of mental health difficulties.
Experience working with individuals with mental health issues.

Willingness to participate in democratic co-operative decision-making.
Enthusiasm for the ideal. Patience for the slow pace of the democratic workplace.

Awareness and respect for cultural, social, and religious diversity.

Other

Ability to work with food, including all allergens and powdery foods.
Awareness of different dietary requirements and special diets.

Commitment to co-operative values of caring for others, democracy, equity, equality, honesty, openness, self-help, self-responsibility, solidarity and social responsibility.
Experience and/or knowledge of co-operatives.
Awareness of environmental sustainability.
Experience working/volunteering in an ethical and/or sustainability-focused retailers or businesses.

At Daily Bread Co-operative, we support equality, diversity and inclusion, and encourage applications from all sections of society.

If you’re interested in joining our team, please email your CV, contact details, and availability for interview/commencing work, to: office@dailybread.co.uk at your earliest convenience, and by 12 noon on July 2nd at the very latest. We also accept paper copies - you can hand your CV to a member of staff in person.

Thank you, we look forward to hearing from you!

Please note that whilst we will try to respond to all applicants, this may not be possible if we receive a high volume of applications.