

Job Posting: Trade Team Leader
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Red Tomato (RT) is a nationally-known, innovative non-profit that promotes local and sustainable agriculture and a fair deal for family farmers. RT helps get fruits and vegetables from regional farms into mainstream supermarkets where most consumers do their shopping. RT also offers training and consulting services to groups working on sustainable agriculture and food-system improvements nation wide. Since 1998, Red Tomato has sold \$11 million in produce to hundreds of supermarkets, institutions, and distributors, primarily in the Northeastern US. We offer an informal yet professional, collegial work environment, where learning, risk taking, and a great sense of humor are highly valued!

We're Seeking an experienced trade and management professional to join us in our quest to help regional farms thrive and help consumers gain better access to healthy produce grown here in the northeast.

Position Summary: The Trade Team Leader is responsible for managing the Red Tomato Trade Team as well as managing specific product lines and customer accounts. The Trade Team sells, markets and provides logistics for about \$3 million+ annually in fruits and vegetables from a loose network of about 40 family farmers. The Trade Team Leader is a full-time position and reports to Red Tomato's Founder and Trade Team Evangelist.

Responsibilities:

- Direct and coordinate the Trade Team activities
- Maintain view of overall big picture of daily trading activities
- Organize and coordinate planning for the trade season
- Accountable for overall gross margin of RT trade business
- Final arbitrator for product allocation
- Resolve conflicts and/or issues within the Trade Team
- Oversee key customer relationships in partnership with the assigned account manager
- Manage selected customer accounts and product lines
- Develop new sales opportunities and assist in closing sales
- Supervise and train the Trade Team members by managing individual goal setting, work plan development and performance review
- Provide assistance and support to members of the Trade Team
- Develop training plans for Trade Team members as needed and desired
- Lead and design the agenda for Trade Circle meetings
- Represent the Trade Team to other departments in RT
- Maintain close daily ties to Marketing, Development and FSD (Food System Development, RT consulting arm) departments by two-way communication between Trade and the other groups
- Serve as a consultant for FSD projects
- Be strategic

Required Skills, Attributes and Experience:

- Commitment to RT's mission of strengthening the viability of family farms and values that include fair trade and sustainable agricultural practices. Knowledge of sustainable agriculture and/or food system issues is required.
- 2-3 years managing small teams of 3 to 5 team members

- 3-5 years managing customer accounts (preferably wholesale produce) and/or product lines (preferably produce)
- 3-5 years sales experience, wholesale sales to retail supermarkets and/or distributors is a plus
- Experience with financial reporting for sales; managing gross margin for a product line specifically is a plus
- An entrepreneurial attitude
- Supervisory skills
- Project management and planning skills
- Proven conflict management skills
- Ability to communicate clearly and effectively in all situations with great interpersonal skills
- Strong cognitive skills, including problem analysis, decision making, financial and quantitative analysis
- Ability to problem solve under pressure, stay focused and glean the essence of the current situation
- Computer skills – MS Office, Quickbooks
- Embrace the Red Tomato culture of open mindedness, receiving and giving critical evaluation, staying focused on results

Compensation: Competitive salary offered based on experience. Benefits include health insurance, paid vacation, sick leave, Simple-IRA plan.

Application Process: RT is an Equal Opportunity Employer committed to creating a multi-cultural organization. Please email resume and cover letter to: Michelle Chambers at tradeteam@redtomato.org