



MCKAY NURSERY COMPANY

Operations Manager

Oshkosh, WI

McKay Nursery Company is a 100% employee-owned (ESOP) business headquartered in Waterloo, Wisconsin. Since 1897, McKay has been growing quality plants for wholesale and retail customers throughout the United States.

POSITION DESCRIPTION

Due to expansion we are looking for an Operations Manager at our new retail & wholesale garden center location in Oshkosh WI. This full time salaried position includes health, dental, disability and life insurance, paid time off, paid holidays and an Employee Assistance Program. The position is also eligible for our 401(k) program and a fully company paid ESOP (Employee Stock Ownership Plan) retirement program.

The primary role of the Operations Manager is to oversee the daily business activities of this wholesale and retail garden center location. This position also partners with executive leadership to execute strategy and recommend future improvements.

We seek a dedicated leader that is passionate about creating results. Well-developed business acumen and experience motivating others to reach their potential are a must.

RESPONSIBILITIES

- Oversee the daily business operations of the Oshkosh location
- Effectively lead and motivate staff to increase outputs and employee retention
- Ensure staff are properly trained and that the company's customer service and quality standards are upheld
- Partner with leadership to ensure organizational strategies are executed, making recommendations for improvements as they arise
- Serve as the point of contact for escalated issues that arise, partnering with Waterloo, WI staff as needed for resolution
- Work with the Human Resources department to resolve needs in regards to staffing, employee relations, payroll and other HR processes
- Review all financial statements for discrepancies before forwarding them to the Finance department
- Oversee the location's inventory process, ensuring that quality and quantity of items is properly documented



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BEST QUALIFIED CANDIDATES WILL HAVE

- Degree in business, agriculture management or a related field. Experience in lieu of a degree will be considered
- Proven experience in a leadership role in a customer-oriented environment
- Previous leadership experience in a nursery or retail garden center
- Plant knowledge
- Excellent verbal and written communication skills
- Well-developed problem-solving skills
- Experience leading others in a team-oriented environment
- Experience with bookkeeping and financial reporting

CONTACT

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