

Hiring a general manager is one of the biggest decisions a food co-op board of directors will ever make. To ensure the best outcome, a thorough, thoughtful, and transparent search and hiring process is needed. That's where we come in.

Columinate's General Manager Search Support program provides expert assistance to help you find the best candidate to effectively lead your cooperative.

Why General Manager Search Support



Our team of experienced leaders who have worked with cooperatives around North America has the perspective and experience to understand the unique needs of co-ops.



Our expert support takes a burden off the search committee, maintains momentum, helps move the process more quickly and more efficiently, and ensures the search committee and board play a decisive role.



We act as a liaison between the recruiter and the search committee if the co-op chooses to work with an executive search firm.



We customize our support to the unique needs of the cooperative.

What Our Clients Say

“Melanie Reid was a delight to work with and a true professional. The collaboration we developed with her was invaluable to identify and screen potential candidates for our food co-op general manager. This ultimately led to her producing several qualified candidates in a tight labor market. We are thrilled with the GM she helped us hire.”

–Kim Brix, Board Member and Store Operations Lead
Food Shed Co-op

“In the world of GM Search professionals, you [Carolee Colter] are a rock star...your wealth of knowledge and experience was invaluable. Thank you so much for respecting our process and guiding us.”

–Middlebury Natural Foods Co-op's GM Search Committee

Our Consultants



Carolee Colter and Melanie Reid

Interested in GM Search Support?

Contact caroleecolter@columinate.coop or melanierid@columinate.coop to learn more. [Visit our website](#) to learn about all of our retail grocery programs, including GM development and management on contract services.