Karen Abernathy-Osei

District Manager | Store Manager | Assistant Store Manager

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PROFESSIONAL SUMMARY

District manager with sixteen years in grocery retail, leading nine stores after eight years as a store manager. Coaches store managers on sales, labor, shrink and food safety, opens new locations and builds the next generation of managers. Practical, data-informed and comfortable with union environments and regional leadership.

PROFESSIONAL EXPERIENCE

District Manager

Apr 2020 — Present

Cascade Harvest Markets · Portland, OR

- Lead nine grocery stores with combined annual sales of about $260 million and over 900 employees, coaching each store manager through weekly business reviews.
- Opened two new stores, hiring both management teams, setting up fresh departments and reaching the company's opening sales plan in their first year.
- Reduced fresh department waste across the district with better ordering tools, markdown timing and a donation program with local food banks.
- Developed four assistant managers into store managers through a district training program, filling every store manager opening from within.

Store Manager

Mar 2014 — Mar 2020

Cascade Harvest Markets · Beaverton, OR

- Managed a 45,000-square-foot grocery store with about $34 million in annual sales and 110 union and non-union employees.
- Improved labor productivity by redesigning department schedules around traffic patterns while keeping service levels within company standards.
- Maintained top food safety and health inspection results across six years of audits and trained all department managers in food safety.

Assistant Store Manager

Jun 2010 — Feb 2014

Willamette Family Grocers · Salem, OR

- Supervised front end and grocery departments, handling scheduling, ordering and nightly closings for a busy neighborhood store.
- Introduced a cashier training checklist that shortened onboarding and improved checkout accuracy.

EDUCATION

BS, Business Administration — Columbia Ridge University *2010*

SKILLS

Technical: Multi-unit leadership, District P&L, New store openings, Store manager coaching, Fresh department operations, Food safety, Labor modeling, Shrink and waste control, Union relations, Succession planning, Community partnerships, Excel and BI reports

Certifications: ServSafe Food Protection Manager · Mental Health First Aid