



NOW HIRING BAKERS

RESPONSIBILITIES:

- Working with a team to perform daily baking and cooking tasks including making a variety doughs, batters, fillings, as well as fruit and vegetable preparation, mixing, rolling, crimping, and baking.
- Customer service - we're looking for people who are excited to learn more about the people who walk through our doors, and offer kindness to help us build a welcoming community space. In an open kitchen this applies to our bakers as well.
- Regular communication and check-ins with other team members and management and participation in ongoing training and team meetings
- Cleaning, taking out garbage, clearing tables and washing dishes- all of our team members take equal part in the tasks that make our shop a clean, safe, and inviting space for customers and staff alike
- Duties may also occasionally involve being offsite from the shop including selling at Farmers' Markets, driving company vehicle to do deliveries, and special events.

REQUIREMENTS:

- Passion and enthusiasm for baking! We really care about what we do and we want team members who are excited to learn, keep up to date with trends in pastry and culinary world, are interested in trying new techniques, experimenting and being creative. While not required, ideal candidates will have an in-depth understanding of seasonally-focused baking and cooking.
- Strong work ethic- we're not going to sugar coat this, we are a fast paced and high-volume operation and our team members work hard because they're passionate about what they do. We all do our best day in and day out to make sure our entire team thrives.
- We are actively seeking candidates with strong baking experience in a professional bakery setting but will also consider candidates with kitchen, agricultural or other relevant experience with a demonstrated understanding of and passion for baking, coffee, tea and local food systems.
- Positivity, independent problem solving and a desire to learn are ESSENTIAL.
- Must be able to stand for the duration of a shift and lift 50lbs.
- Math skills- you must be able to do basic math as it relates to baking and know baking volume conversions.
- Attention to detail, quality and efficiency in all aspects of work. We make all of our baked goods by hand, from scratch, the long way. Efficiency and speed are of the utmost importance, but not to the detriment of the quality of our products.
- Ability to multitask- Every member of staff contributes meaningfully and equally to our success. Every person we hire is trained in all aspects of day-to-day shop operations (baking and production, our coffee program, plating, cash handling, customer service, dishwashing, bussing, cleaning, etc.) with the idea that bakers will sometimes need to assist with front of house. While baking and production is the underlying rhythm of our day, our first concern is that as our guests enter they are made to feel welcome, and are prioritized above all else, which means that occasionally you may be called upon to help out up front.
- Creativity and flexibility- We're looking for people who are excited to be a part of a new business. We know that even as the years pass we will constantly be learning and adapting. We want team members who are excited to help us find creative ways to tweak, polish, grow the business, make changes when necessary and find new ways to be more efficient.
- Collaboration and positivity- you must be able to give and receive constructive feedback, work together to problem solve and keep open lines of communication with other team members at all times. We are a small team and we're committed to creating an environment where we support and encourage one another. Our hope is that every one of our team members ends the day with a feeling of collective success and accomplishment.
- Weekend availability and availability around the holidays- we do our highest volume of baking during the holidays, especially Thanksgiving, December holidays and Pi Day (March 14th).

COMPENSATION: We offer competitive pay, paid time off for long term employees and are a Durham Living Wage Certificated Employer (www.durhamlivingwage.org)

TO APPLY: Please read this description carefully. To apply, fill out our application form and write the date you applied and your initials on the top in blue ink. Applications must be brought to the shop in-person during regular hours (we do not accept emailed applications nor do we accept phone calls about applications).