



NOW HIRING BARISTAS/FOH TEAM MEMBERS

RESPONSIBILITIES:

- 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
- Preparing a variety of beverages including drip coffee, espresso beverages, teas and a variety of seasonal specials.
- 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
- Kitchen and baking prep tasks- we love cross training our team members because the folks we work with are just as passionate about food as they are coffee and tea. Our baristas can often be seen helping with tasks like rolling out pie dough, prepping fruit and vegetables and scooping cookies during down time.
- 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:

- Strong customer service skills, positivity and a desire to learn are ESSENTIAL.
- 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.
- Passion and enthusiasm for coffee and tea! We really care about what we do and we want team members who are excited to learn, keep up to date with trends in the coffee and tea world, are interested in trying new techniques, experimenting and being creative. We work with small, local businesses when sourcing our tea and coffee, and we deeply value these relationships. While not required, ideal candidates will have an in-depth understanding of local and seasonally-focused beverages.
- We are actively seeking candidates with barista experience (at least one year) but may consider candidates with other relevant experience.
- Must be able to stand for the duration of a shift and lift 50lbs.
- Cash handling skills and math- you must be able to do quick basic math as it pertains to both transactions and drink preparation.
- Attention to detail, quality and efficiency in all aspects of work. Efficiency and speed are of the utmost importance, but not to the detriment of the quality of our products. The same goes with customer service - our goal is to serve everyone who walks in the door quickly and efficiently, but not at the cost of kindness and making our guests feel welcome.
- Ability to multitask- Every member of staff contributes meaningfully and equally to our success. Every member of our team learns basic baking and prep tasks. This means you must be willing to get your hands dirty. Everyone will be expected to clean, make drinks and interact with guests as they walk through the doors. While production in the bake shop 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.
- 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 right corner 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).