

Baker Job Description

Position Title: Production (Bakers)

Summary

To provide Excellence in bread quality by consistently proofing and baking with precision and mastery. To develop an intuitive sense of bread-making and to devote strict attention to detail. To establish and maintain the production pace, by beginning and completing baking with exactness, according to a strict time schedule. To lead by example, be cross-trained in all positions and to handle minor problems when the owners or managers are not in the store.

Responsibilities

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

1. Exhibits JOB AND PRODUCT KNOWLEDGE sufficient to proof and bake breads, goodies, and other products according to established recipes, yet intuitive enough to compensate for fluctuating variables so that optimum product consistency is achieved for every batch.
2. Exhibits ENERGY sufficient to maintain a continuous high-level of productivity and enthusiasm while on duty and possesses the stamina to work the early-morning shift regularly.
3. Exhibits STRESS TOLERANCE sufficient to perform duties with a positive attitude, even when faced with difficult or unusual pressures or circumstances.
4. Exhibits ORGANIZATIONAL SKILLS sufficient to ensure that breads are proofed and baked with accuracy and according to time schedules, without slowing down the production flow.
5. Exhibits INITIATIVE sufficient to perform assigned duties without regular reminders; and sufficient to be actively engaged in improving the atmosphere of the bakery cafe.
6. Exhibits COST CONSCIOUSNESS sufficient to eliminate mistakes that would create non-sellable products.
7. Exhibits COMMUNICATION SKILLS sufficient to effectively give and receive information to customers, co-workers and management; and sufficient assertiveness to make needs and concerns known in a constructive way.
8. Exhibits LEADERSHIP SKILLS sufficient to lead by example, constructively direct the work of fellow employees and handle problems when they arise.
9. Ensures that all bread products proof properly before going into the oven.
10. Uses multi-timer pins, thermometers, product knowledge and intuitive judgment to adjust baking duration to ensure that all baked products meet Great Harvest standards of quality and consistency.
11. Visits the breadboard regularly, slices hot bread, and tastes the bread, to determine moisture and consistency and ensure the quality of the oven work. Also takes bread home to determine how it ages (all bread tastes great hot!) and to ensure that it maintains an unrefrigerated "shelf-life" of at least a week.
12. Maintains baking records on dough consistency, dough temperatures, internal bread temperatures, etc., in order to learn patterns of consistency and learn how to adapt to fluctuating variables.
13. Work with other bakers with products by monitoring baking and removing from oven.
14. Removes baked bread, goodies, and other products from sheet –pans promptly to ensure proper cooling.

15. Assists at the kneading table between batches.
16. Ensures product orders are filled by pulling products upon removal from oven.
17. Follows all company policies and procedures.
18. Performs other job-related duties as assigned and takes initiative to enhance the bakery cafe's ambiance.
19. Be available extra hours during holiday seasons (Easter, Thanksgiving and Christmas at a minimum).

Skills, Education, Experience, Certifications, and Other:

Required

- Stable work history with references.
- Must be at least 18 years of age and have a smart phone.
- Must be dependable and work all scheduled shifts, including early morning shifts.
- Must exhibit high standards of personal cleanliness.
- Must be able to lift and carry loads of 60 pounds (the weight of a bushel of wheat) and perform other physically strenuous baking tasks throughout the production shift, with or without accommodation.
- Be on time; maintain a positive attitude (so as to encourage a positive impact on bakery atmosphere and morale); maintain positive working relationship with owners and fellow crewmembers; perform all duties with customer effect in mind and prioritize accordingly; hustle at all times, yet work neatly.

Desired

- Dough experience desired but not required. On-the-job training will be provided.

Compensation

Wage

- Full-time or part-time , starting pay at \$14-\$17/hr, dependent on experience-level, references, and responsibilities.

Benefits

- 401K
- PTO and Sick Leave for Full-Time
- Health, Vision, and Dental for Full-Time
- Profit Sharing
- Free meals and employee discounts