



Front End & Kitchen Side Leader

We are looking for an individual with kitchen experience who wants an opportunity to develop important leadership skills. These skills will primarily be in the restaurant dining room and kitchen, where your mission daily is to: supervise food presentation, manage food safety, food quality, and food cost.

Job Responsibilities:

Starting as a Team Member, you will be trained in every area of the restaurant (six areas), until you are proficient.

Participants are required to work at least 30-60 days to prove themselves in the basics before we formally move forward with the promotion to leadership.

If you meet the general requirements for a leadership promotion, you will begin a development process in the following areas to become a Kitchen Leader:

- ❖ **Operations:** Learning to lead a team in execution of our core values (fast, friendly, and accurate service), and our mission statement (impacting the community through giving and love).
- ❖ **Training/Coaching:** Learning to develop and train team members efficiently, and coaching teams to maximize productivity and team member engagement.
- ❖ **Food Safety,** completing Food Safety weekly audit as well as ensuring the SAFE Daily Critical Tasks are being completed.
- ❖ **RQA-** Restaurant Quality Assessment. This is a daily audit that checks on the quality of food and general restaurant cleanliness/functionality/and environment.
- ❖ **Hospitality & Guest Experience:** This includes leading giveaways and talking with care to guests.
- ❖ **Facilities & Equipment:** Deep clean checklists (our operations platform). As well as auditing the repair and working function of all equipment AND smallware in the location.
- ❖ **Catering operations:** Correct execution of catering requirements, including Clover software proficiency - POS, and phone etiquette, lead times, etc..
- ❖ **Core Leadership Values:** Learn and execute our core leadership values:
 - Set clear expectations
 - Communicate constantly
 - Promote consistent accountability
 - Be willing to coach, teach and serve

➤ **General Skills/Qualifications:**

- ❖ Prior involvement in team sports, clubs, or service organizations preferred
- ❖ Basic math and writing
- ❖ Adaptable and dependable
- ❖ Service-oriented mindset
- ❖ Attention to detail
- ❖ Coachable attitude
- ❖ Sense of Urgency
- ❖ Ability to work a changing schedule (mornings and evenings)
- ❖ Available to work weekends

We offer:

- Positive work environment with friendly co-workers
- Competitive Pay:
- Flexible Hours: This includes full-time & part-time flexibility.
- Fun Team Member appreciation events

How is our Café different from others?

- Coaching, teaching and training to become the best in the industry
- Concerns are handled in a constructive and timely manner.
- We discourage drama and encourage positive energy with open and honest communication.
- “We are guys and gals serving ladies and gentlemen” We encourage the use of “of my pleasure and friend(s)” in our interactions with each other and guests.
- We will push you to follow systems and processes correctly as well as other Team Members. These skills will benefit you in the future as well.
- We use an equal point based disciplinary system that eliminates favoritism.
- We really want you to pursue your dreams and goals.

“Creating opportunities for you to grow, succeed, professionally, personally and financially.”

We take guest experience VERY seriously. If you are not applying to serve and make others smile, or to consistently sacrifice for those we serve (team members & guests) then we kindly discourage you to look for a job somewhere else!

We cannot stress enough that this is not solely an internally social job. We encourage team members to have fun and have great relationships at work, but also to create wonderful positive interactions with guests.

We want to make the team member's experience enjoyable. We aren't perfect, but our goal is to find a balance between a guest experience and a team member experience. You are always valued at FUNKY COW!