

Great Harvest Bread Co. - Greenville, NC

JOB DESCRIPTION

Baker

PURPOSE

Create consistently excellent bread by proofing and baking with precision and mastery with a strict attention to detail. To develop an intuitive sense of bread-making, combining science and art. 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 an owner or manager is not in the bakery.

QUALIFICATIONS

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. **JOB AND PRODUCT KNOWLEDGE** to proof and bake breads 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. **ENERGY** 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. **STRESS TOLERANCE** to perform duties with a positive attitude, even when faced with difficult or unusual pressures or circumstances.
4. **ORGANIZATIONAL SKILLS** to ensure that breads are proofed and baked with accuracy and according to time schedules, without slowing down the production flow.
5. **INITIATIVE** to perform assigned duties without regular reminders; and to be actively engaged in improving the atmosphere of the bakery.
6. **COST CONSCIOUSNESS** to eliminate mistakes that would create non-sellable products.
7. **COMMUNICATION SKILLS** to effectively give and receive information with customers, co-workers and management; and assertiveness to make needs and concerns known in a constructive way.
8. **LEADERSHIP SKILLS** to lead by example, constructively direct the work of fellow employees and handle problems when they arise.

ESSENTIAL JOB DUTIES/RESPONSIBILITIES include the following (other duties may be assigned):

- Ensures that all bread products proof properly before going into the oven.
- 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.
- Uses large equipment with extreme safety.
- Develop a "single loaf" attitude about oven work recognizing that every customer judges the entire business on the loaf he or she is eating.
- 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.
- 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.

- Helps Sweets Baker with products by monitoring baking and removing sweets from oven.
- Removes baked bread from sheet pans promptly to ensure proper cooling.
- Assists at the kneading table between batches.
- Ensures product orders are filled by pulling products upon removal from oven.
- Follows all company policies and procedures.
- Performs other job-related duties as assigned and takes initiative to enhance the bakery's ambiance.
- Be available extra hours during holiday seasons (Easter, Thanksgiving and Christmas at a minimum).

Essential functions are job duties which are critical or fundamental to the performance of the job. The term does not include functions which are performed on an occasional basis, performed by some but not all persons in the position or that are of only marginal importance. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

GENERAL CHARACTERISTICS

1. Must be at least 18 years of age and have a phone.
2. Must be dependable and work all scheduled shifts, including early morning shifts.
3. Must exhibit high standards of personal cleanliness.
4. Must have a solid foundation of basic math skills (don't worry, we have calculators).
5. Must be extremely detail-oriented to ensure accuracy and consistency.
6. 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 (including enduring the hot environment around the oven) throughout the production shift, with or without accommodation.
7. Must be able to remain standing throughout their entire shift with or without accommodation
8. 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.

EXPERIENCE

Stable work history required. Bakery experience not necessary; position will receive on-the-job training.