



We have an opening for a full-time: Hot Bar Cook

Please read the attached job description in its entirety. If you are interested in this position, please complete an application and return it to the Customer Service Desk or mail it to the address below. If you are an in-house staff member, please submit a letter of interest, which should include any relevant experience or skills that are applicable to the position you are applying for, to the Human Resource Department.

Schedule:

	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
40 hours	OFF	6:00 a.m.- 2:00 p.m.	6:00 a.m.- 2:00 p.m.	6:00 a.m.- 2:00 p.m.	6:00 a.m.- 2:00 p.m.	6:00 a.m.- 2:00 p.m.	OFF

Note: There may be times when additional hours or schedule changes are necessary.

Department meetings are announced when scheduled, and dates and times may vary. Department meeting attendance is mandatory.

Wage:

- Starts at \$9.53 per hour.
- Increases to \$9.91 per hour after six months.
- After six-month increase the following increases occur:

Total number of hours worked								
Start	Six-Month	2080	3120	4160	5200	6240	7280	8320
\$9.53	\$9.91	\$10.32	\$10.82	\$11.38	\$11.94	\$12.53	\$13.55	\$14.75

2080 hours worked is equal to one year if you work full time (40 hours per week). Increases after 2080 hours worked occur every 1040 hours worked up to 8320 hours.

Benefits:

For all regular status employees:

- 20% discount on store purchases.
- Employee Assistance Program
- Paid vacation time, Extended Illness Leave and Bereavement Leave
- 401(k) Retirement Plan

For employees working 20 – 40 hours per week:

All of the benefits above, plus:

- Life Insurance
- Short Term Disability Insurance

For full-time employees working 35 - 40 hours per week:

All of the benefits above, plus:

- \$325.00 per month to apply toward health insurance and flexible benefits. (401K and cash out options are available at 75%.)
- Long Term Disability Insurance

Application Deadline: August 4, 2010

Questions: Call Human Resources at 541-3663 ext. 207

Date Position Posted: July 28, 2010



Deli Hot Bar Cook

Prepares fresh, high quality food for the hot service case and other areas of operation when needed in order to help meet department goals.

Department: Deli **Reports to:** Assistant Deli Kitchen Manager

Duties & Responsibilities

The essential duties and responsibilities of this position include, but are not limited to, the following:

General:

- Work from hot bar calendar to prepare menu items following established specifications.
- Recommend new recipes to Assistant Deli Kitchen Manager.
- Keep staff informed about ingredients used.
- Ensure freshness of items by rotating and by keeping batches separate by date.
- Help ensure organic integrity by following established recipes and procedures.
- Maintain availability of hot bar menu items.
- Offer tastes, samples, suggestions for purchases and ways to prepare products.
- Report customer suggestions, comments, and complaints to the Assistant Deli Kitchen Manager.
- Greet and assist customers in a prompt, friendly, and courteous manner.

Department Maintenance:

- Pull old or low-quality items, record and properly dispose of them, following established procedures.
- Maintain kitchen in sanitary and orderly condition, following guidelines set by deli mgr. and rules of the MCCHD.
- Clean up spills and take out trash as needed.
- Follow safety, storage and labeling procedures.
- Advise Assistant Deli Kitchen Manager of equipment repair and replacement needs.
- Participate in periodic inventory counts.
- Monitor food temperatures as required and take necessary corrective action when needed to ensure food safety.
- Dish and pot washing as needed.

Other Responsibilities:

- Attend and participate in deli department and storewide meetings.
- Answer and route phone calls and take and route messages.
- Perform other tasks assigned by Assistant Deli Kitchen Manager or Department Manager.

Qualification Standards

Education/ Training:	High School education or GED preferred, but not required.
Experience:	Experience cooking for a deli, restaurant, or catering business preferred.
Knowledge/Skills:	Working knowledge of how to operate professional kitchen equipment.
Attendance:	Regular, predictable attendance.
Other:	Adhere to established work and safety procedures. Basic knowledge of and interest in natural foods. Maintain accurate records. Ability to work closely with others. Must be 18 years of age or older.

Position Requirements

Essential Functions/Tasks:	Requirements:
Physical:	
Vision	Ability to read product labels and to distinguish color for quality control.
Hearing	Hearing required to converse with customers and co-workers.
Sense of Smell	Ability to smell for inspecting product, sanitation standards.
Gripping	Pick up boxes, cans, other products, tools and equipment.
Lifting	Up to 25 pounds.
Stooping	Stoop and maneuver to pick up boxes from shelving and carts.
Squatting	Squat and maneuver to pick up boxes from shelving and carts.
Push/Pull	Carts/racks weighing up to 200 pounds.
Kneeling	Occasional kneeling.
Climbing	Occasional climbing.
Bending	Occasional bending.
Reaching	Reach overhead, front, side and back.
Equipment Operation	Ability to safely operate professional kitchen equipment.
Carry Objects	Ability to carry objects weighing up to 50 pounds.
Sitting	Not Applicable.
Walking	Short distances to bring items from miscellaneous areas.
Standing	Prolonged standing.
Climate	Ability to work in a cold environment (cooler/freezer) and to handle cold food products on a regular basis.
Mental & Psychological Demands:	
Comprehension	Understands and retains directions.
Reading/Writing	Basic reading/writing level.
Speaking	Communicate effectively with co-workers and customers.
Decision Making	Use basic problem-solving techniques.
Attention to Task/Detail:	
Critical Thinking Skills	Organize tasks and set priorities.
Multi-Tasking	Perform and /or direct multiple tasks simultaneously.
Interaction with Others:	
Customer Service	Ability to interact with the public in a positive and friendly manner.
Co-workers	Work cooperatively with co-workers.
General	Maintain composure under all circumstances.