

About us:

Subko is committed to an ideal: to help reimagine, re-design. and re-invent an unlikely origin-the Indian Subcontinent--as a legitimate contributor to the global specialty coffee and craft baking movements. Only raw materials enter Subko's roastery: all of the coffee and bakehouse products are crafted from scratch, in house. From crop to cup, bean to bar, and farm to table. We aim to provide a detailed, high quality coffee and bake experience to all our guests.

Roles & Responsibilities:

- We are looking to identify a very particular type of senior level operations lead for Subko as it looks towards multi- city operations.
- 12-15+ years experience preferred : any experience with multi city luxury hotels which have f&b components , the specialty or commercial coffee industry with café outlets, boutique retail brands, hospitality or f&b experience preferred / prioritized, but not required. Let's talk.
- We are looking for candidates with a wealth of experience building a scalable business which has spanned the areas of Hospitality, Fmcg, Retail Luxury, E-commerce. A natural preference for those who have worked at a senior level within the **Coffee/ Bakery/ Chocolate / Café** chain areas at scale with multiple physical brick and mortar spaces and wholesale models both, ideally across multiple cities.
- Expertise in managing appraisal cycles , creation of industry leading self assessment and cross team assessment structures toward building excellence across teams and a truly merit based approach to growth.
- Ability to carve out team wise growth paths/ title hierarchies, with hiring managers at scale. Responsible for the supply chain management and logistics team performance and integration across subko brick and mortar functions, wholesale account functions, hyperlocal aggregator business, and e-commerce growth.
- Multi retail store / cafe management structures to be reviewed/ set up in terms of distribution channels that currently exist for the business

SUB KO COFFEE PRIVATE LIMITEDRegistered Address: 8-2-293/82/A/1239, Jubilee Hills, Hyderabad – 500033 Website: www.subko.coffee

Corporate Address: Unit No. 2 Jak Compound, D K, 1st Cross Ln, Tel No.: +91 90047 00654 Byculla East,

- Responsible for license and compliance integrity of the business
- Responsible for new product launches across outlets and the cross team integration to action new initiatives at the store level
- Responsible for all outlet and e-commerce p&l mapping and tracking with the team
- Training center development and hiring scheme development for subko cafes and subko minis
- Liaising with partner stakeholders who we jointly run subko minis with across the country.
- Helping build out and guiding a learning and development function
- Responsible for data analytics and presenting p&l scenarios to founder and senior management colleagues
- Bombay based role, but willingness and ability to work across cities/ states and travel where required

Perks of joining our team: You will be part of a company which is growing at an exponential rate, started just 3 days before the lockdown in 2020! We were able to grow from a team of 20 to 250+.in a span of 3 years.

We are a bunch of very young and ambitious people who are excited to learn and grow each passing day. One thing we can definitely bet on is that you will love working with us and grow in your career.

Apart from that some benefits include:

- Medclaim
- Travel allowance
- Lunch facilities
- Employee discount available at our outlets
- Provident Fund

You can get in touch with us at :

Email id :- whatsyourspecialty@subko.coffee

Contact Number :- +91 7021 215 787 (Monday-Friday - 11.00 AM to 6.00 PM)

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