



Sous Chef

JOB DESCRIPTION SUMMARY:

Bear Lake Coffee Co. is dedicated to roasting exceptional coffee and providing unparalleled customer service. We source and meticulously roast specialty coffee from amazing families worldwide. Our online store opened in 2022, and our first location launched in March 2024, offering products through retail and wholesale channels. As a certified B Corporation, we are focused on balancing profit with positive social and environmental impact, using business as a force for good.

Our first location has a coffee roastery, where we roast the world's best ethical and sustainable coffee. We partner with local businesses, host events, support artists and charities, and operate a seasonal café and kitchen. The outdoor space features a solar-power pergola and EV charging stations; it is a 'third place for everyone' promoting social equity and building relationships.

Our vision: we are currently in our soft opening in phase with a grand opening planned for the Summer 2024. Together, we'll develop a playbook to open more fourth-wave coffeehouses in the years ahead. Be part of our founding team to shape the future of coffee and cafe culture, championing sustainability, local partnerships, and innovation.

We are seeking an exceptional Sous Chef to join our team in Barronett, WI. In this role, you will be supported by the founder, store manager, and head roaster. As a Sous Chef, you will be the heart of kitchen service, creating a locally sourced, seasonal menu for our customers. Your role involves crafting and serving high-quality menu items and maintaining a clean and organized kitchen environment.

Our ideal candidate has a passion for locally sourced foods, a service mindset, and a commitment to quality. Previous experience as a Sous Chef at a restaurant and/or a coffeehouse is a plus.

The ideal candidate must also be organized with attention to detail, quickly adapt to a changing environment, and have practical oral and written communication skills.

Reports to:

Store Manager

Version: 04.24.2024

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Responsibilities:

- Train with the Head Chef to ensure consistency in food quality and presentation showcasing fresh, locally sourced ingredients.
- Assist kitchen staff activities, including food preparation, cooking, and assembly of dishes, to ensure smooth and efficient operations.
- Maintain cleanliness and organization of the kitchen, including equipment, workstations, and storage areas, in accordance with health and safety standards.
- Ensure compliance with all food safety and sanitation regulations.
- Monitor inventory levels of ingredients and supplies. Assist in placing orders as needed to ensure adequate stock levels and minimize waste.
- Maintain a positive and professional attitude while working under pressure in a fast-paced environment. Collaborate with kitchen staff and baristas effectively for smooth operations.

Requirements:

- Desire to work in an entrepreneurial environment.
- Experience working as a Sous Chef or in a similar role in a cafe or restaurant setting.
- Culinary degree or relevant certification preferred.
- Knowledge of culinary techniques, cooking methods, and food safety standards.
- Excellent interpersonal skills, and ability to effectively communicate and collaborate with kitchen staff, management, and other team members.
- Displays personal integrity, credibility, and flexibility.
- Ability to work in a fast-paced environment and handle multiple orders.
- Attention to detail and a passion for delivering exceptional food quality and customer satisfaction.
- Flexibility to work evenings, weekends, and holidays as needed.
- Ability to Stand for extended periods and lift heavy objects.
- Familiarity with kitchen equipment operation and maintenance.
- Positive attitude, creativity, and willingness to learn.
- Upholds company mission and policies with understanding and endorsement.
- Ability to reliably commute to and from the coffeehouse in Barronett.

Schedule:

- 20-40 hours a week
- Shift-based schedule position, including weekends and holidays (hours of operation shift seasonally).

Pay:

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- Hourly wage \$20-\$25/hr. (depending on experience)

Perks:

- Employees receive free drinks and food while working and discounts on Bear Lake Coffee Co. retail products.

Work Locations:

- Barronett, WI (Headquarters)

Bear Lake Coffee Co. welcomes great people without regard to disability, race, religion, age, gender, sexual orientation, national origin, military service, marital status, or any other characteristics as protected by law. Please send a resume and cover letter with salary requirements to careers@bearlakecoffee.com