

TALENT DECK

Barista - Bristol



ORIGIN

WELCOME

ORIGIN

We're pleased you have found us.

Origin is bound by one central ethos; to source exceptional coffee through a sustainable, triple bottom line approach.

Ultimately, it's about respect – for the people, the process, the coffee, and the brewing. We simply focus on making the coffee the best it can be.

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ABOUT US

ORIGIN

Bumpy jeep rides through the mist to early morning brews. You can trace the journey in every cup.

Our story began over 15 years ago, when speciality coffee was a fledgling concept in the UK. Owner, Tom has always been involved in the industry, working for his father's coffee business growing up. It was then during a trip to Australia in the early 2000s where he experienced their progressive coffee culture first-hand that the idea for Origin was born.

Now, with an 80 plus strong team of coffee professionals, a world-class coffee program, 7 coffee shops and an ever-evolving product range, we sit proudly as one of the UK's longest standing speciality coffee roasters.



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CERTIFIED B CORP

ORIGIN

BUSINESS AS A FORCE FOR GOOD.

Measuring and holding accountable, our entire social and environmental impact.

This is the gold standard of sustainability from the only certification that measures a company's entire social and environmental performance. The B Impact Assessment evaluates how a company's operations and business model impact their workers, community, environment, and customers. It interrogates everything from supply chains and input materials to charitable giving and employee benefits.



Costa Rica



Nicaragua



Ecuador

OUR WORK

ORIGIN

We've been fortunate enough to have travelled the world each year in pursuit of excellent coffee,

following the speciality industry's guiding principles of Direct Trade. And, each year, as we grow, we travel farther and wider, finding ourselves in the enviable position of being able to look beyond the expected. Our long-standing relationships remain the backbone of what we offer, but new explorations punctuate this and offer our customers a taste of the future.

We desire to empower and enthuse people at every stage of the coffee journey. Whether it's an impromptu over-the-counter conversation in one of our shops or a Speciality Coffee Association (SCA) accredited course in one of our professional training labs.



DEPARTMENTS

ORIGIN

Brand & Marketing



Customer Service



Education & Training



Finance, Operations & People



Production & Warehouse



Retail



Technical



Wholesale



ACCOLADES

ORIGIN



Recognising knowledge
and skill...

and rewarding consideration and creativity.
We're privileged to have supported some of
the world's leading coffee professionals, who've
won the following national and worldwide
industry competitions whilst they were working
at Origin.

OUR VALUES

ORIGIN

1.

We're honest, authentic and stay true to what we believe is right.

2.

We craft exceptional products and experiences which set us apart.

3.

We create an inclusive environment where everyone can strive for excellence and have fun.

4.

We take pride in the role we play and are driven to succeed.

5.

We treat people the way we like to be treated.



THE ROLE

ORIGIN

Join our team as a Barista at our beautiful location near Bristol Bridge. As part of the Origin family, you'll be delivering exceptional quality and customer service in this bustling community.

This role requires not only barista skills but also a passion for communication and building relationships. You'll be a key player in upholding our standards and driving excellence.

We have a rigorous career pathway and so you will be expected to demonstrate your skill level, we will work with you and take you on your career journey, developing and investing you. We love continuous improvement and anyone who works for us we discuss what this looks like for you.

RESPONSIBILITIES

ORIGIN

Integral to the success of our award winning and renowned coffee shops, you will:

- Deliver an informed, passionate, and enthusiastic approach to communicating specialty coffee to customers.
- Make recommendations based on customer preferences, ensuring exceptional customer service.
- Operate and maintain coffee machinery, including La Marzocco espresso machines.
- Contribute to recipe creation for single origin coffees and maintain excellent latte art skills.
- Demonstrate outstanding filter knowledge and brewing techniques with meticulous quality control.
- Maintain cleanliness throughout the café, including machines, working areas, and public spaces.
- Support stock supply and communicate re-ordering needs.
- Perform opening and closing duties for the café.
- Represent the Origin brand as an ambassador, embodying industry representation.

ABOUT YOU

ORIGIN

To be successful in this role, these are the things that matter the most:

- Approach each day with a can-do attitude and a commitment to excellence.
- Cultivate genuine connections with customers, reflecting Origin's ethos of warmth and hospitality.
- Demonstrate meticulous attention to detail and an ability for problem-solving.
- Convey confidence and approachability, earning the trust and loyalty of both customers and colleagues alike.
- Flourish in both independent and collaborative settings, contributing to the success of the team.
- Maintain a balance of professionalism and approachability, reflecting the spirit of Origin.

Essential Qualities to have:

- Extensive specialty coffee knowledge, including brewing techniques.
- Meticulous attention to detail with the ability to identify opportunities for upselling and improving customer service.
- Exceptional customer-facing skills.
- Highly organised and efficient, even under pressure.
- Demonstrable experience in the specialty coffee industry.
- Experience in exceptional customer service and front-of-house operations.
- Strong verbal communication skills.
- Experience working independently and as part of a team, guided by core values and business objectives.

ABOUT YOU

ORIGIN

Desirable Qualities to have:

- Passion and expertise in specialty coffee.
- Strong communication and relationship-building skills.
- Adaptability and independence.
- Professionalism and modest confidence.
- Attention to detail and diligence.
- Team collaborator and motivator.
- Organisational and efficiency skills.
- Alignment with Origin values.

COMPENSATION + BENEFITS

ORIGIN

Competitive Salary

£12.00 per hour increasing to £12.20 upon completion of probation.

Nature of contract and working pattern

Permanent, part-time.

Base

36 Victoria Street, Bristol, BS1 6BY.

Holidays

26 days annual leave, including your birthday off as well as 8 days bank and public holidays. These will be accrued if you work them.

Pension

Employer (5%) and Employee (3%) pension contribution, employees can increase their contribution

Mental Health and Physical First Aid Training

We provide our employees with a toolkit for both preventing and addressing mental health crises in and out of work, providing genuine support, safety and happiness in the workplace

Enhanced Maternity, Paternity, Adoption, IVF Journey Leave and Pay

We recognise the importance of family and provide enhanced pay and to support all parents and their journey to becoming one.

Transitioning at Work Policy

We want everyone at Origin Coffee to feel comfortable to be themselves at work. We are committed to promoting equality and diversity and support our colleagues who identify as trans and provide support through any transitioning process.

Financial Wellbeing Support

We have partnered with Wagestream, a financial wellbeing provider who offers financial coaching, money management, debt advice, and individual tailored advice

Employee Assistant Programme

A comprehensive suite of support from an (EAP) including help with physical, mental, and financial wellness at work

Continued Professional Development

We invest in all our employee's by supporting personal development, encouraging you to broaden your experience and learning potential, led by you

SCA Training

Everyone who works for Origin can embark on the SCA training programme. Depending on your readiness to learn you can dip your toe in or immerse yourself fully. It's quite addictive!

An Employee Referral Scheme

Once you join Origin, you'll want to introduce likeminded people to us. When you do, they settle in and pass their probation, you earn £200

Other

Time off for volunteering, cycle to work scheme, free coffee at work and to take home, discounts in all our cafés and on our merchandise and partners. And of course, regular social and team events serving exceptional food, drink, and of course, amazing coffee!

HOW TO APPLY



To apply for the position, please apply via [Origin Coffee Careers](#). If you have a portfolio of work to support your application, please include this. Your application should explain your motivation for the role, and how your skills and experience fit the 'about you' section. Do mention where you first saw the role advertised and your reason for applying. Early application is encouraged as we may close applications early if suitable candidates are identified.

Hiring Process

Initial phone screening call (30 mins)

Capabilities and culture-fit interview onsite or remote depending on location and availability (1-1.5 hours)

Please note that due to the volume of applications we receive, we are not always able to respond directly. If you have not been contacted directly, we regret that you have not been successful in securing a position at the next stage of the process.

DIVERSITY + INCLUSIVITY

ORIGIN

Support

If you have a medical condition or an individual need for an adjustment to our process, and you believe this may affect your ability to be at your best, please let us know so we can talk about how we can best support you and make any adjustments that may be needed.

Diversity and inclusivity statement

Origin Coffee is committed to make inclusivity, diversity, and equity part of everything we do, for our people to feel like they belong and are valued, respected, and supported to succeed.

Origin Coffee has come a long way over the last 18 years—and we're just getting started. As we continue to grow, we value and recognise the importance of building a workforce as diverse and unique as the journeys we take to source exceptional coffee. We take great care to build and nurture relationships with producers, scrutinise the supply chain, and seek innovative ways to craft incredible products, with care—all made possible through the individuals who come together at Origin. We are always reviewing and improving how and what we do, starting from within:

- better representation across our teams
- support flexible working
- continuously working towards removing barriers and bias
- building inclusive teams who represent people from all groups in society
- building a workplace environment where people are encouraged to speak out against discrimination and unfair treatment in any form
- supporting all our people to bring their whole and best selves to work.



The Roastery Team

Coffee Cupping



Barista Championship



Beach Clean in Porthleven

TOM SOBEY, OWNER & FOUNDER OF ORIGIN

“Origin and its people have been on a journey of exploration and collaboration. What we do has changed over the years, but our approach remains the same. Ultimately, it’s about respect – for the people, the process, the coffee, the brewing. We simply focus on making the coffee the best it can be. And we will continue to do this for evermore.”

The Roastery Café, Porthleven



Training Lab, London



COFFEE	
Black Coffee	2.00
Espresso	
Batch Brew	
White Coffee	2.00
Macchiato	
Cortado/Steak	
Flat white	
Latte/Longblack	
Beer Bar	From 4.00
Food/Drink	
Cold Brew	2.00
Extra	+0.50
Almond milk	
Coconut	
Oat	
OTHER DRINKS	
Lower half tea	1.50
Hot chocolate	2.00
Mocha/Hot	2.50
Mocha/Ice	2.50
Mocha	2.50
Protein smoothies	From 4.00



THANK YOU

ORIGIN

Find out more
about Origin

 origincoffee.co.uk

 [@origincoffee](https://twitter.com/origincoffee)

 [@origincoffeeroasters](https://www.instagram.com/origincoffeeroasters)

 [@origincoffeeroasters](https://www.facebook.com/origincoffeeroasters)