



Great Harvest Bread Company

8801 Lead Mine Road | Raleigh, NC 27615

Phone: (919) 845-8122 | www.greatharvestbreadraleigh.com

Now Hiring: Bakers

Purpose:

To provide excellence in bread quality by consistently proofing and baking with precision and mastery. To develop an intuitive sense of bread-making and to devote strict attention to detail. To establish and maintain the production pace, by beginning and completing baking with exactness, according to a strict time schedule.

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. Exhibits job and product knowledge sufficient 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. Exhibits energy sufficient 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. Exhibits stress tolerance sufficient to perform duties with a positive attitude, even when faced with difficult or unusual pressures or circumstances.
4. Exhibits organizational skills sufficient to ensure that breads are proofed and baked with accuracy and according to time schedules, without slowing down the production flow.
5. Exhibits initiative sufficient to perform assigned duties without regular reminders; and sufficient to be actively engaged in improving the atmosphere of the bakery.
6. Exhibits cost consciousness sufficient to eliminate mistakes that would create non-sellable products.
7. Exhibits communication skills sufficient to effectively give and receive information to customers, co-workers and management; and sufficient assertiveness to make needs and concerns known in a constructive way.

General Characteristics:

1. Must be at least 18 years of age and have a telephone.
2. Must be dependable and work all scheduled shifts, including early morning shifts.
3. Must exhibit high standards of personal cleanliness.
4. 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 throughout the production shift, with or without accommodation.
5. 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



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customer effect in mind and prioritize accordingly; hustle at all times, yet work neatly.

Essential Job Duties/Responsibilities:

- Ensures that all sponges and doughs have ingredients according to Great Harvest recipes and have been mixed properly.
- Uses measuring devices, mixer, multi-timer pins, thermometers, product knowledge and intuitive judgment to prepare doughs and batters according to recipes adjust baking duration to ensure that all baked products meet Great Harvest standards of quality and consistency.
- Knead and design loaves to desired quality /appearance
- Ensures that all bread products proof properly before going into the oven.
- 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.
- Monitor baking and removing items from oven.
- Removes baked bread from sheet –pans promptly to ensure proper cooling.
- 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.

Experience

Stable work history required. Baking experience unnecessary; position will receive on-the-job training.

How to Apply

Interested candidates must complete the attached application for consideration.



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Employment Application

Name: _____

Address: _____ City _____ ST _____ Zip _____

Phone: (Home) _____ (Cell) _____

Position(s) you are applying: Baker Customer Service

Are you 18 years or older? _____ Do you have a current driver's license? _____

Date you can start: _____ Desired total hours per week: _____

Preferred working days (baker hours are between 4:00 AM – 11:00 AM)

Mon: _____ Tue: _____ Wed: _____ Thu: _____ Fri: _____ Sat: _____

How did you learn about Great Harvest? _____

What are your employment goals for the next six to twelve months? _____

Employment History

Current Employer: _____ Phone: _____

Address: _____ City _____ ST _____ Zip _____

Job Duties: _____

Supervisor Name: _____ May We Contact Current Employer? _____

Employment Timeframe: From _____ To _____ Salary: From _____ To _____

Previous Employer: _____ Phone: _____

Address: _____ City _____ ST _____ Zip _____

Job Duties: _____

Supervisor Name: _____

Employment Timeframe: From _____ To _____ Salary: From _____ To _____

Reason for Leaving: _____

Previous Employer: _____ Phone: _____

Address: _____ City _____ ST _____ Zip _____

Job Duties: _____

Supervisor Name: _____

Employment Timeframe: From _____ To _____ Salary: From _____ To _____

Reason for Leaving: _____



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Education

Level completed: _____ School: _____ City: _____ ST: _____

Personal Information

1. Job related skills and abilities: _____

2. How would you describe yourself and the way you relate to others? _____

3. What do you do for relaxation and recreation? _____

4. Describe an ideal work environment: _____

Physical Record

Can you perform the functions of this job with or without accommodation, including lifting regularly, stooping and bending frequently, performing repetitive hand motions and remaining on your feet for long periods?

Yes: _____ No (please explain): _____

Personal Record

Have you ever been convicted of an offense against the law other than a minor traffic violation? _____ (A conviction does not mean you cannot be hired. The offense and how recently you were convicted will be evaluated in relation to the job for which you are applying). If yes, explain fully on an additional sheet.

Personal References

Name: _____ Relationship to person: _____

Address: _____ City _____ ST _____ Zip _____

Phone: (Home) _____ (Cell) _____

Authorization

I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements on this application are grounds for dismissal. I further authorize investigation of all statements contained herein and contact with the references listed above.

Signature: _____ Date: _____