

# Wild Scoops Job Description

## Bake Team, 2023



The Wild Scoops Test Kitchen is a cheery and efficient operation that produces all the ice cream for our Midtown Scoop Shop, Downtown Scoop Shop, wholesale accounts, special orders and pop-up events. The Bake Team position is an entry-level kitchen position but one with expectation for growth and independence. They work with the Baking Lead and Bake Team to produce wildly delicious cookies, confections and ice cream add-ins daily. They cooperate with the whole kitchen team to keep operations running smoothly.

The ideal candidate will be extremely detail-oriented and organized, and enthusiastic about being a part of a dynamic kitchen operation that produces wildly delicious and adventurous high-quality products. They will possess excellent communication skills, and be able to multitask well, working well on their own and as part of a small team. They will assist in making and preparing all the add-ins for the ice cream, from baked goods to jams to sauces. They will help in ice cream base preparation and packaging.

This position is 30-37.5hr/wk for the summer, May to Sept 30. We will be adding Bake Team members to our crew on a rolling basis from March through May, starting part-time as necessary. Our current (winter) production times are 9-6 M-F, with the kitchen hours expanding in May through September. We are currently looking for seasonal employees, but we may have possibilities to stay on year-round (if interested, note this in your cover letter).

**Position is:** Hourly, Non-Exempt, Full or Part-Time/Seasonal

**Reports to:** Baking Lead

**Supports:** Production Manager, Baking Coordinator, Production Lead, Bake Team

**Supervises:** N/A

**Pay:** Starting \$14-\$15/hr (plus \$3+/hr tip share; take-home of \$17-18/hr), with regular reviews & raises.

**Must be:** 16+

### **Bake Team Accountability:**

1. Bringing a strong work ethic to the job every day and helping maintain a positive and team-oriented vibe in the kitchen.
2. Demonstrating an attitude of curiosity and readiness to learn.
3. Fulfilling daily production schedules laid out by kitchen leads with efficiency.
4. Meeting daily needs for baked goods, sauces and other confections. Demonstrating the ability to work efficiently and self-sufficiently on a list.
5. Maintaining the flow, pace and standards for excellence in the baking part of the kitchen.
6. Operating with high respect for sanitation best practices; maintaining a clean and orderly work area.
7. Baking, chopping, scaling, packaging and preparing the highest quality of ice cream add-ins.
8. Helping refine and improve Wild Scoops systems and all aspects of the Wild Scoops ice cream experience.
9. Serve as needed and directed on the Production Team, supporting churn schedule and additional add-on production as required.

**Responsibilities may include:**

- Chopping, weighing, packaging homemade add-ins.
- Blending, steeping, straining, etc. to prep ice cream bases.
- Baking cookies and other baked goods, cooking jams, caramels, and fudge.
- Assembling ice cream sandwiches and ice cream tacos.
- Packaging pints, minis and sandwiches.
- Helping pack special orders.

**The ideal candidate will:**

- Be passionate about food and eager to learn more (no commercial experience is necessary for this position, but you should enjoy baking/cooking at home!)
- Have a reputation for excellent relations and communications with co-workers or teammates.
- Be able to maintain a positive and professional attitude while working in a fast-paced environment.
- Be able to work well individually as well as collaboratively.
- Be excited about working creatively with local flavors and ingredients.
- Want to make great ice cream with great people and share it with the local community!

The job sometimes requires standing for up to 8 hours (with a 30 minute lunch break when working more than 6 hours) and lifting up to 50 pounds.

**Benefits**

Besides a positive and supportive work environment, benefits include: Schedule flexibility, learning and professional development opportunities, and lots of free ice cream and experimental treats! For year-round employees: Paid Time Off (available for year-round employees after 4 months of working), regular performance reviews and raises and chance to help develop creative new flavors/products.

**Equal Employment Opportunity**

Wild Scoops provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Wild Scoops complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Employment decisions at Wild Scoops are based on business needs, job requirements and individual qualifications. We are committed to a diverse workforce. We value all employees' talents and support an environment that is inclusive and respectful.

**To apply:**

Write a cover letter that introduces yourself and your qualifications and addresses the following:

- Why do you want to work for Wild Scoops?
- When are you available to work? (start/end date and weekly availability)
- How would you contribute to a positive kitchen work environment?

Email it along with a **resume** and **three professional references** to [info@wildscoops.com](mailto:info@wildscoops.com). Applications will be reviewed on a rolling basis.