

Artisanal Baked Goods – BOH (Baker) Application for Hire

Artisanal Baked Goods (256) 770 - 7269

1702 Quintard Ave. Anniston, AL 36201 / Mailing Address: P. O. Box 545 Anniston, AL 36202-0545

Name: _____ Date: _____

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, disability, veteran status or any other legally protected status.

Essential Functions:

- Produce our entire line of baked goods: croissants, cakes, cookies, scones and any other production items.
- Be respectful, positive, and willing to help any customers' and co-workers' requests for help at any time.
- Understand proper use commercial mixers, ovens, reversible dough sheeter, and dough divider.
- Maintain a clean production area at all times.
- Ensure an understanding of minimizing waste in all products produced.
- Prepare special orders to customer specifications and thoroughly check exactness.
- ServSafe Food handlers or Managers Certification holder or willing to obtain within 30 days of employment.
- Guide FOH staff on product questions and offer assistance in finding or suggesting products to customers.
- Rotate product in freezer/refrigerators using FIFO (First In First Out) method.
- Maintain an efficient pace throughout work day.
- Find ways to keep busy and stay productive during slow times and ask what needs to be done
- Ability to work on your feet for extended periods of time (8+ hours a day).
- Must be able and willing to train under all work stations and learn all skill sets in reference to product production.
- Ability to work flexible hours, including weekends and holidays
- Able to lift and carry up to 50lbs occasionally.

The Success Patterns for this position are:

- Can work in a fast-paced environment and adapt to change quickly.
- Experience in food service and/or hospitality industry
- Experience in Professional Baking and/or Home Baking.
- Has a reputation for accepting and treating guests and co-workers with respect.
- Can follow systems that are set to guarantee product quality, consistency and customer satisfaction.
- Has good problem solving skills.
- Has strong interpersonal skills.
- Is able to work independently and as a member of a team.
- Communicates professionally in person and on the phone.
- Can maintain high energy during the entire shift.
- Help think of ways to be more efficient as a company.
- Express ideas for new flavors or processes and excited to talk about ways to implement them.

Successful Candidates will have the following Personal Characteristics:

- Growth Mindset.
- Consistently go above and beyond expectations.
- Self-motivated.
- Is passionate about making great food and delivering consistent customer satisfaction.
- Regularly makes customers and coworkers feel like they were the best part of your day.
- Able to have different viewpoints and discussions while maintaining respect of the views of others without heated personal attacks.
- Once a company decision is made everyone moves together as a team.

Benefits for full time employees (32 hours or more):

- Health Coverage Benefits (Medical, Dental , Vision)

Applicant Information: Please Print Carefully

First Name: _____ Middle: _____ Last: _____

Street Address: _____ Social Security Number: _____

City/State/Zip _____ Phone: _____

How did you find out about this job? _____

Why are you seeking a new job at this time? _____

If hired, do you have reliable means of transportation to get to work? Describe: _____

Are you at least 18 years old? _____ If you are under 18 years of age, can you furnish a work permit? _____

If the job requires driving: Driver’s License Number: _____ State _____ Exp. Date _____

Are you legally eligible for employment in the United States? _____ (Proof of US citizenship or immigration status is required if hired)

Have you been convicted of a crime? _____ If yes, explain: _____

Are you a veteran? _____ If yes, give dates of service: From: _____ To: _____

List any special skills training. _____

Employment Information:

Are you seeking Full Time _____ or Part Time _____ or Temporary Employment: _____

What hours and shifts do you prefer to work? _____

List times you are not available to work: _____

Are you willing to work Overtime _____, Weekends, _____ and/or Holidays _____

Are you currently employed? _____ If hired when would you be available to start work? _____

Have you ever been discharged or asked to resign from a position? _____ If yes, explain: _____

Have you ever been part of a team or on a team? _____ Explain: _____

Do you use tobacco products? _____ If yes, describe: _____

Please refer to the job description above. Are you able to perform all these tasks with or without reasonable accommodations? _____ please describe which tasks, if any, you will need accommodations to perform, and explain the type of accommodations you will need. _____

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Education: Circle Highest Level completed

Secondary: 9 10 11 12

College: 1 2 3 4 5 6 7 8

Name of School: _____ Name of School _____

If in High School, are you enrolled in a recognized co-op program? _____ If yes, identify the program and school:

Work History:

1) Company: _____ Phone Number with area code: _____

Address: _____ City/State/Zip _____

Date of Employment: From: _____ to: _____

Job Title: _____ Supervisor’s Name & Title: _____

Describe Duties Briefly: _____

Specific reason for leaving: _____

2) Company: _____ Phone Number with area code: _____

Address: _____ City/State/Zip _____

Date of Employment: From: _____ to: _____

Job Title: _____ Supervisor’s Name & Title: _____

Describe Duties Briefly: _____

Specific reason for leaving: _____

3) Company: _____ Phone Number with area code: _____

Address: _____ City/State/Zip _____

Date of Employment: From: _____ to: _____

Job Title: _____ Supervisor’s Name & Title: _____

Describe Duties Briefly: _____

Specific reason for leaving: _____

For references purposes:

Have you worked for any of these organizations or attended school under a different name? _____

If yes, give name and organizations _____

May we contact the employers listed above? _____ if not, list the employers you do not want us to contact and why.

Authorizations and At Will Employment Agreement:

(Please read carefully, then sign and date below:

I certify that I have personally completed this application. I declare that the information provided in this employment application is true and complete and I understand that any false information or significant omissions may disqualify me from further consideration for employment and may be justification for my dismissal from employment if discovered at a later date. I agree to immediately notify this company if I should be convicted of a crime while my job application is pending or during my employment, if hired.

I authorize this company to make an investigation of all information contained in this employment application and I release from liability all companies and corporations supplying such information. I understand any false answers, statements, or implications made by me on this application or other required documents shall be considered sufficient cause for denial of employment or discharge.

I specifically authorize and direct my current and former employers to supply employment-related information to this company and do hereby release my current and former employers from liability for providing information to this company.

Upon termination of my employment for whatever reason, I release this company from all liability for supplying any information concerning my employment to any potential employer.

I authorize this company, if applicable, to request a copy of my credit report, motor vehicle driving record, and any other investigative report deemed necessary through various third party sources. As required by law, upon request within a reasonable period of time, I will be notified as to the nature and scope of such investigations.

I hereby agree to submit to any drug tests required of me, whether prior to my employment or if employed by this company at any time thereafter. If requested, I will take a post-job offer physical examination and my employment, in the event I receive medical treatment for any condition, including a physical, psychological, emotional or psychiatric condition that is job-related, I hereby authorize the limited release and exchange of such medical information related to my condition between the treatment provider and a company-designated physician.

At-Will Employment Agreement:

I understand and agree that nothing contained in this application, or conveyed during any interview is intended to create an employment contract between the company and me. In addition, I understand and agree that if you employ me, in consideration of my employment, my employment and compensation will be at-will, for no definite period of time, and may be terminated at any time, for any reason, or for no reason at all. I understand that only the company's president is authorized to change the employment-at-will status and such a change can only be done in writing. I have read, understand, and agree to the above.

Signature: _____ Date: _____

Name (Please Print) _____