

## Frelard Tamales & El Sueño Brewing Company



**Job title:** Line Cook (must also be willing to be cross-trained in prep & dish pit)

- Full-time positions: 26+ hours per week
- Part-time positions: Up to 26 hours per week

**Reports to:** Kitchen Supervisor & Operations Manager

### What You'll Do

**Do you feel you have the energy to join and help us form a positive and inclusive team for our new Bellingham brewery and kitchen? Does the opportunity to be part of a cohesive, strong & successful team appeal to you? If you have answered yes to these questions, this role might be a good fit for you.**

#### **Role Overview:**

We are looking for friendly, reliable, energetic people to help us create a strong founding team for our new Bellingham location!

Line Cooks are the heart of the kitchen and an integral piece of our taproom & kitchen operations. People in this role will carry out tasks to prep all ingredients necessary to offer and serve our rotating menu. Line cooks will also help prepare & cook food orders. They will be responsible for maintaining cleanliness and orderliness of kitchen & storage spaces including but not limited to refrigeration, dishwashing and cooking areas. Food prep and cooking knowledge is a must for this position. From the quality of the beer & food, the atmosphere of the tasting room and especially the service they receive, a guest's impression of the brewery will be heavily impacted by the quality and presentation of our food. Our shared goal is to positively impact customers' experience so they want to come back again.

Other duties include, but are not limited to, running and operating tamale steamers to make sure tamales are available for customers. Packing & serving takeout orders of food. Serving tamales & other food to customers that order at the bar (there is no table service). We expect all team members to help with both front of the house and basic back of the house duties.

Frelard Tamales & El Sueño Brewing Company are guided by the following north stars. If you find that you align and connect with these founding values, you are in the right place.

- **Community-centered:** We are committed to building community by being one with community. We use our business platforms to elevate stories that highlight important work happening in the community and we partner with other small businesses to elevate each other through business collaborations. We sponsor and donate to causes important to us, especially in the areas of immigrant justice, LGBTQ+ advocacy & health, and environmental stewardship.
- **Humility & Respect:** We recognize that the fruits that have grown from the business have been possible thanks to our amazing team, our loyal customers, our friends, and family. We know that without a strong, healthy staff and a healthy community, we cannot have a healthy business. Humility, respect and empathy for others informs our business decisions to make sure we honor what everyone has contributed to our success.
- **Celebrate Culture:** We intentionally create space for community so they can gather and celebrate life's smallest and biggest moments. We elevate and support important celebrations honoring community including queer & BIPOC folks. As an interracial couple, we embrace our gay and Mestizo/Mexican identities to highlight issues affecting our communities. We firmly believe in bringing people together through food & culture because food is one of the world's universal languages.

## **Responsibilities**

- In general, every line cook will be asked to handle every task from the opening to the closing of the kitchen including prep work:
  - Properly setting up and taking down kitchen stations
  - Prepare food for service (e.g. chopping vegetables, meat prep, preparing sauces or making our daily agua frescas)
  - Cook menu items in cooperation with the rest of the kitchen staff
- Understanding and complying with food safety and sanitation standards:
  - Maintain cleanliness throughout the kitchen, storage and refrigeration areas that exceed minimum health department guidelines
  - Ensure the kitchen, counters, sinks, coolers, shelving, and storage rooms are clean and always remain that way
- Work with chemicals used in cleaning and sanitizing
- Complete dishwashing duties throughout each shift to keep up with dirty kitchen & customer dishes
- Communicating with fellow staff members to ensure quality product and ticket times
- Maintain a friendly and positive attitude with employees and customers
- Work well with others in collaborative settings & independently as well
- Restock tamales in steamers, condiments and other food items for on-site consumption and takeout orders
- Help pack & serve food orders

- Perform fine hand manipulation including handling small and large objects, chopping, using kitchen equipment, as well as working with and around sharp objects, including knives and slicers
- Complete all paperwork involved in day-to-day operations (inventory sheets, incident reports etc.)
- Communicate equipment problems, kitchen maintenance issues, violations, or substandard practices to the Kitchen Manager & Assistant Operations Manager.
- Attend staff meetings, events and other functions as required

## **What You'll Bring**

### **Desired Skills, Personal Strengths, and Experience:**

- Ideally two years in the hospitality, food & craft beer industry:
  - Must have passion for food and cooking
  - Proven cooking experience, including experience as a restaurant cook or prep cook
- Excellent understanding of various cooking methods, ingredients, equipment and procedures
- Accuracy and speed in executing assigned tasks & following directions
- Familiar with industry's best practices
- Licensing and certifications: All necessary licenses and certifications needed to complete the job including: reimbursement for the cost of necessary permits & licenses will be issued.
  - Food handlers card
- Stays cool under pressure:
  - Willingness to roll up sleeves and get "in the trenches" with the team
  - Compassionate, empathetic, and passionate about understanding others' needs
  - Outgoing & sociable (likes to chat with people and build relationships)
- Desire to learn & grow: Commitment to improvement, honesty & transparency
- Flexible and adaptable to owner/leadership policy and SOP as designed but willing to build upon and suggest iterations towards improvement or assist in creation of new policy or SOPs
- Physical demands:
  - Ability to stand for long periods of time: approx. 85% of the time
  - Sitting work: approx 15% of the time
  - Bending, kneeling, lifting: approx. 15% of the time
  - Ability to lift 35 lbs. to 50 lbs. solo & up to 165 lbs. in collaboration with other team members
- Ideally available nights and weekends
- Legally authorized to work in the United States

## Compensation

- \$18 per hour + tips in the first 6 months of employment (tips average about \$10 per hour). \$19 per hour + tips on the 7th month of employment.  
*Our business policy is to use a tip pool where tips are distributed equally (by hours worked) among front and back of the house team members.*

## Benefits

### 1. Healthcare benefits including medical, dental & vision:

Employees must work at least 25 hours a week to become eligible for benefits. Healthcare benefits begin on the 1st of the month following 60 days of employment.

- Employer contributes 75% of premium for employees
- 50% employer contribution for spouse & children

### 2. Paid holiday closures:

Holidays observed include: Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Day.

### 3. Time Away:

- 2 personal holidays per year
- PTO accrual:
  - Up to 7 days per year (first 24 months of employment)
  - Up to 10 days days per year (beginning month 25 of employment)
- Up to 10 days of Paid Sick & Safe Leave
- 2 days of Bereavement per year

*At Frelard Tamales & El Sueñito Brewing Company, we are an Equal Employment Opportunity employer. We celebrate difference, we support it, and we thrive on it for the benefit of our employees, our business, and our community. As a gay & Mexican-owned business, we are committed to providing employees with a work environment free of discrimination and harassment.*

*We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We also consider qualified applicants with criminal histories, consistent with applicable federal, state and local law.*