

Baker - Bagels, Pizza, and Pastry

Wage and Benefits

\$22 - \$25/hr DOE, Full-time and paid hourly

Health insurance after 3 months employment with 100% covered dental insurance

Paid time off

Simple IRA with matching contribution up to 3% of wages.

Reports to

Kitchen Manager

Job Description

Bakers at Oxbow are responsible for mixing, shaping, baking, and preparation in three separate competencies - Bagel, Pastry, and Pizza - ensuring the timely production of all items sold. As part of a small, collaborative team, there is shared responsibility to clean, wash dishes, and help each other in the completion of bakery tasks.

Entry-level applicants to this position typically start training in pastry prep or the Mixer/ Shaper role, then progress to Baker (either as a Pastry baker, Bagel baker, or Pizza cook). Experienced applicants will start with mastering baking as well as mixing and shaping. All team members start with one area of competency and then progress to separate areas for cross-training as needed. All team members utilize fundamental kitchen skills – e.g. basic knife work, food preparation techniques, task management and station organization.

This position requires maintaining Oxbow's product quality standards, working as a member of a team in line with Oxbow's values, and also supporting front of house/serving customers as needed. Those who are dynamic and motivated will thrive .

Duties and Responsibilities

- Work as a member of a team to ensure the completion of daily work and bakery cleanliness.
- Ensure that bakery items are baked, handled and stored in a manner consistent with Oxbow's standards.
- Maintain an organized, respectful and efficient environment.
- Train new staff when competent in all basic skills.
- Communicate conflicts promptly to the position's direct manager.

Job Requirements

- Must have a current Washington State Food Workers Card.
- Must be able to lift 50 pounds (such as flour sacks)
- Requires weekend availability

Mission Statement

Oxbow is a retail bakery and cafe in the Montlake neighborhood of Seattle. We strive through hard work and careful sourcing to provide the finest quality products possible, and present them simply and respectfully to our customers.

Company Values

Craftsmanship - We take pride in our work and constantly seek excellence in our ingredients and our products. We seek every opportunity to learn, grow, and master our craft.

Care - We take care of one another and our customers. We listen and learn from one another as we seek to include everyone and learn from our mistakes. We show care to one another both through our words and actions.

Team - We work collaboratively because we accomplish more together than we do apart. We work hard to help each other as we keep our collective goal in mind.

Practice - We believe that skill is earned through diligent and thoughtful repetition. We always seek to improve – working both smarter and harder.

Diversity Statement

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran. Oxbow is committed to creating a diverse and welcoming workplace that includes staff with diverse backgrounds and experiences. People of color, women, LGBTQIA+, veterans and persons with disabilities are encouraged to apply. Where possible, Oxbow will work to offer reasonable accommodations to job applicants with disabilities.

Benefits

- Simple IRA with Oxbow matching contribution up to 3% of wages.
- Subsidized health insurance and 100% covered dental insurance after 3 months employment- (unsubsidized health insurance available for partners)
- Paid Time Off