



## **BAKER**

### **ABOUT HOT BREAD KITCHEN**

Hot Bread Kitchen is a non-profit social enterprise that creates economic opportunity through careers in food. We achieve our mission through our two main programs: Bakers in Training, a paid, on-the-job training program in bread-baking for low-income and immigrant women who face significant barriers to employment, and HBK Incubates, a culinary incubator that provides licensed commercial kitchen access and business development support for food entrepreneurs. To support the social impacts we create, Hot Bread Kitchen produces and sells a line of multi-ethnic breads inspired by the women we train. We make over 70 different artisan breads, and have sales relationships with more than 150 wholesale and retail customers.

### **ABOUT THE POSITION:**

We are seeking an experienced baker to join our team. Candidate must strive to work well with others to create a positive work environment. He or she must be hard working, efficient, and committed to excellence. This detailed oriented and organized candidate would have the ability to work well under pressure, while at the same time possess the desire to learn and pass this knowledge along to new staff in the future

### Responsibilities Include:

- Scale all recipes accurately using metric units and baker's percentages
- Feed and maintain different types of starters
- Properly time the mixing of different dough based on production schedule
- Divide dough accurately and quickly
- Shape dough using a combination of hand and semi-automatic machines
- Bake all bread to specification and establish a high standard of product quality
- Ensure all products are produced timely and efficiently
- Troubleshoot variables affecting the production process
- Maintain safe, clean and good working order of production areas and equipment
- Coordinate communication with packing and sales teams
- Assist with training of new bakers on all aspects of production

### Required Skills & Experience:

- Minimum 2 years as a scratch bread baker, mixer and/or shaper.
- Experienced with natural levains and preferments
- Familiar with different mixing methods
- Familiar with different shaping techniques
- Proficiency in scoring and managing multiple ovens

- Knowledge of baker's percentage and bakery math
- Flexibility in working weekends, nights, early morning hours and holidays
- Able to lift 50# and walk 10 feet
- Able to be on their feet for 8 hours
- Demonstrated ability to effectively interact with people of diverse socioeconomic, cultural, disability, and ethnic backgrounds.

**TO APPLY:**

Applications **must include a cover letter, resume, and salary requirements** and should be sent to: HR@HotBreadKitchen.org. Please include "Baker Position\_Your Name" in the subject line.

Hot Bread Kitchen is an equal opportunity employer and is committed to promoting a diverse workplace.