



Position: Full-Time Production Baker

Who We Are: We are Monuts, a high-volume, 99% from scratch restaurant and bakery located on Ninth Street in Durham. We have been in business for almost 10 years and are open 7 days a week serving breakfast, lunch, baked goods and coffee. Truth be told, we are a lot of things, more than I can list here, but perhaps most important to prospective employees is this—we are a good place to work. We understand why people are fleeing the restaurant industry. We share their distrust and disappointment of the industry at large. Although we are not perfect ourselves, we have intentionally built our business differently. We have paid living wages since before it was a buzz word. We didn't lay off a single employee throughout the entire pandemic and instead provided 6 weeks paid time off to our entire staff. Instead of closing our doors, we adapted and adapted and kept adapting until we developed a business model that was pandemic-proof. We didn't just protect the jobs we created, we built more. At the end of the day, we are a group of people that love food, and we love making food. Even though we're all feeling a bit worn down and defeated at this exact moment in time, we can't imagine a world without restaurants. So, we're here, rolling with punches. We work hard and are always trying to do better. Even though we're a bit nervous about the future of our industry, we are committed to positive growth and doing what's right for our employees and for our community.

What We Need: We currently have a vacancy for a full-time production baker. Although previous bakery experience is not required, a true interest in baking and realistic expectations about cooking in a commercial setting is highly preferred. The bakery department at Monuts is small but mighty, and is generally comprised of 5 full-time staff members, the department manager, and one assistant manager. In a team this small, attitude, professionalism and the ability to work as a true team is crucial to meeting each day's output goals and to maintaining a sense of levity and good humor amidst a sometimes-chaotic workload. Our bakery is currently comprised of a handful of long-term employees who have worked here for 4-9 years and a few newer employees who have all been here for just about a year. We are excited to recruit (and retain!) new employees looking for career level opportunities in the commercial baking world and who are excited to learn and grow alongside one of Durham most beloved restaurants!

A Day in the Life of a Monuts Baker: Every day, we get to work at 4am, and as a team we tackle today's production following by prep lists for tomorrow. We maintain clean and organized work-spaces, we work with purpose and are willing to change directions to help our co-workers without question. We use our senses, our instincts, recipes and math to get through our day. We solve problems, tweak recipes and are constantly trying to improve the quality and consistency of our products. The bakery is diverse (and bilingual) and as a team, we recognize that everyone has something to learn and something to teach—we do not take each other, our backgrounds or our skill sets for granted. As the shift winds down, just as we would after cooking dinner at home, we clean up our mess and get the bakery ready for the next day.

Training: All new-hires complete a 3-month (fully-paid) probationary term during which time they begin training on all stations in the bakery. Our team members receive regular feedback designed toward building skills and familiarity with how our bakery operates. It is our hope that at the end of 3 months, all new hires feel confident

and well-trained and are excited to move out of the probationary period into a long-term regular position on our staff! We've had the great fortune to work with bakers from a wide range of backgrounds and experience levels and have come to learn that attitude, work-ethic and commitment to learning and being a good team member are far more important attributes than any singular baking skill. As such, we welcome applicants with various experience levels.

Why You Should Work Here: If you're looking for job security, like food and find happiness from tactile work and seeing what you've done at the end of the day, baking at Monuts might be for you. We pay a living wage with a starting salary of \$17/hour. You can earn up one dollar more per hour as quickly as three months into the job depending on how quickly you progress through training. All full-time employees earn 2 weeks paid time off each year, \$225/month toward health insurance or related expenses, a retirement plan with company matching up to 3%, and free staff meals. We promote from within the company and offer all hourly staff members the opportunity to earn annual raises commensurate with job performance. And we have a profit-sharing program that every employee is eligible to participate in after one year of employment. Throughout the pandemic, Monuts has prioritized staff and customer safety. All employees must provide proof of covid-19 vaccination. We are currently operating as take-out, with curbside and indoor pick-up options available to customers.

Schedule: We're very busy on the weekends and therefore weekend availability is absolute must. Otherwise, you can expect 38-42 hours/week spread over 5 shifts, with time-and-a-half paid for any hours over 40 in one week. We try very hard to maintain a set schedule in the bakery that rotates monthly, with everyone receiving two consecutive days off each week, although sometimes we have to jostle the schedule to accommodate for time-off or staff shortages. All shifts begin at 4am and are generally scheduled to Noon.

How to Apply: Please fill out the application posted on the jobs page, then send a brief letter of interest and resume to monutsishiring@gmail.com. Please be sure that your resume or interest statement lists any relevant service experience. If our hiring team thinks you could be a good fit, we'll reach out!