



Position: Full-Time 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 over 10 years and are open Tuesday through Saturday serving breakfast, lunch, baked goods and coffee. Our bakers keep our ever-changing menu of pastries, breakfast breads and retail goods stocked and perfectly executed early each morning. We are professional, flexible, detail-oriented and really good at our jobs. We seek excellence, not perfection, and are committed to not just maintaining the quality and consistency of our products, but improving them.

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 4 full-time staff bakers which report to one bakery 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. 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 in Spanish) 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: We are nice. We like to learn. And, we've tried really hard to build a collaborative environment that leaves space for individuals to be seen, heard and supported.

We pay a living wage with a minimum starting pay of \$17/hour. All employees receive \$225/month toward health insurance or related expenses, a retirement plan with company matching up to 3%, free staff meals, and paid time off that starts accruing on day one. In addition, full-time employees receive additional paid holidays over Thanksgiving and Christmas, when we close the restaurant for five days each. 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, which typically adds over \$3.00 an hour to base wage, that every employee is eligible to participate in after one year of employment.

Our bakers work Tuesday through Saturday each week, which means that any baker at Monuts should expect to work almost all Saturdays of the year. We are closed on Sundays and Mondays, which means that all employees are guaranteed Sundays and Mondays off.

To Apply: Please fill out the application at monutsdonuts.com/application, 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 kitchen or bakery experience. If our hiring team thinks you could be a good fit, we'll reach out!