



Position: Full-Time Line Cook

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 9 years and are open 7 days a week serving breakfast, lunch, baked goods and coffee. Our line cooks cook every item to order through busy weekend brunch shifts and keep our from-scratch kitchen stocked and prepped. 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 are currently accepting applications for line cooks in our savory kitchen. We have found that our pace of service does pose a steep learning curve for many new hires, but we have been successful in training folks from many different backgrounds in the kitchen, including cooks from fine dining restaurants, burrito shops, high volume catering kitchens, red sauce Italian joints, and everything in between. Although some previous kitchen experience is required, we feel confident that we can train any willing new hire to work through an 800-cover brunch service.

The savory kitchen at Monuts is small but mighty, and is typically composed of seven full-time line cooks, two full-time dishwashers, two full-time prep cooks, and two kitchen managers. In a diverse team like ours, attitude, professionalism and the ability to work as one collective unit is crucial to meeting each day's output goals and to maintaining a sense of levity and good humor amidst a sometimes chaotic workload.

A Day in the Life of a Monuts Line Cook: Line cooks work a mix of opening (6AM – 2PM) and closing (8AM – 4:30PM) shifts each day. Line cooks are scheduled to work our hot line or cold station, depending on their personal schedule, and often work their stations solo during slower weekday shifts. On weekends, it's all hands on deck with 3-4 cooks on the hot line and 2 on the cold station. This means we need cooks that excel at communication under the pressure of brunch service and know when to call in reinforcements when they're working solo on weekdays. No matter what's in store each day, we work clean, stay organized, and leave the kitchen looking spotless for the next day.

When not working a station, our line cooks prep everything on our menu from scratch—our mustard, mayonnaise, and everything else is made in house. An average day of prep for one line cook could involve brining hams, curing gravlax, cutting and washing lettuce, making sauces and salad dressings, and canning some jam for retail sale. Even if you've never worked in a from-scratch environment before, we have the skills and training available to help you succeed. At Monuts, we recognize that everyone has something to learn and something to teach—we do not take each other, our backgrounds or our skillsets for granted.

Training: All new-hires will complete a 3-month (fully-paid) probationary term during which time they will begin training on all stations in the savory kitchen. As a team member, you will receive regular feedback designed toward building skills and familiarity with how Monuts 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!

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 starting salary of \$17/hour. 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 can accommodate a mix of opening (6AM to 2PM) and closing (8AM to 4PM) shifts each week.

How to Apply: To apply, please send a brief letter of interest and resume as a reply to this posting. Please make sure to include relevant experience and an introductory paragraph that explains why you want to be a line cook at Monuts.