Lead Barista

Helena College University of Montana a comprehensive two-year college, provides access to and support of high quality lifelong educational opportunities for our diverse community. Helena College is seeking qualified applicants who wish to become part of a dynamic and creative team for a ¾-time position as a Lead Barista.

### Duties and Responsibilities

The Lead Barista reports directly to the Director of Business Services / Controller, is responsible for direction of all operations of the Coffee Counter (including drink preparation, product ordering, training staff correctly, merchandising product, and providing a positive and friendly experience to internal and external customers of Helena College).

The employee assigned to this position must show leadership skills by being proactive, positive, leading employees by example, and showing the ability to manage the Coffee Counter minimal supervision. The individual in this position must provide effective personnel management through staff development, recruiting, training, and retaining competent staff, as well as addressing morale issues and implementing any organizational changes by the College.

This position is expected to provide a consistent coffee experience to customers by managing drink recipes and ingredients for every customer so that everyone is provided with the same drink every time they order, as well as maintain an appropriate atmosphere around the Coffee Counter area. The person assigned to this position will also be responsible for ordering product for the kitchen and mainlining acceptable inventory levels. It will also include daily prep and service duties in the kitchen. The employee in this position must contribute to the success of Helena College by being an active member of the Helena College.

This position provides consistent training and functional supervision for part-time and student staff in the day-to-day operation of the Coffee Counter, including preparation, proper display, and proper and safe food handling techniques. The individual in this position is responsible for maintaining appropriate stock levels on product in kitchen and Coffee Counter. The employee in this position is also responsible for supervising preparation and serving of read to eat food during morning and afternoon serving times, as well as clean-up activities after.
**Minimum Qualifications:**

Extensive knowledge of kitchen procedures and techniques, presentation, food safety and sanitation practices. Extensive knowledge of supervisory practices and excellent leadership and communication skills. Knowledge of menu structure, purchasing and inventory control.

Possess complete working knowledge of standardized rules and procedures of all food preparation and handling. Possess working knowledge of supervisory practices, procedures and be able to motivate and lead staff.

Preferred Education, Experience, Knowledge, Skills, and/or Abilities:
The person assigned to this position should possess, at a minimum, a high school diploma (or equivalency), as well as at least two (2) years of directly related work experience, including a minimum on one (1) year of supervisory responsibility; or any combination of education and experience that would prove the competencies required to successfully discharge the essential duties assigned to this position.

**Benefit and Salary Information:**

$12.21 - $15.26 hourly.

Benefits include a comprehensive group insurance benefits program including medical plan options with prescription drug and dental plan, vision exam coverage, an employee assistance program (EAP), retirement plan, life and disability insurance options, flexible spending and dependent care account options, and optional long-term care insurance. Additional information on benefits can be found by visiting: https://choices.mus.edu/employees.asp

**Union Information:**

Focus - MFPE

**Application Procedures:**

Please email your cover letter, resume and references to: hchumanresources@helenacollege.edu. Incomplete applications may not be considered.

**Deadline to Apply:**

This position is open until filled, the first review will be on Thursday, December 3, 2020, at 11:59pm. Applications received after this date may be considered until an adequate applicant pool has been established.
Helena College University of Montana is committed to building a culturally diverse educational environment. The campus is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their teaching and/or service. Women, minorities, individuals with disabilities and veterans are encouraged to apply.

**Criminal Background Investigation is required prior to Offer of Employment**
In accordance with University policy, finalists for this position will be subject to criminal background investigations.

**ADA/EOE/AA/Veteran's Preference**
Reasonable accommodations are provided in the hiring process for persons with disabilities. For example, this material is available in alternative format upon request. As an Equal Opportunity/Affirmative Action employer, we encourage applications from minorities, veterans, and women. Qualified candidates may request veterans’ or disabilities preference in accordance with state law. Applicants requesting veterans' or disability hiring preference must provide appropriate documentation to verify eligibility.
Appropriate documentation includes the following:

- DD-214 showing the character of discharge or a document issued by the Office of the Adjutant General of the Montana National Guard certifying service (a veteran or eligible relative)
- Service-connected disability letter issued by the U.S. Department of Veterans Affairs (a disabled veteran or eligible relative)
- Montana DPHHS Disability Certification through the Vocational Rehabilitation Programs (a person with a disability or spouse of a person with a 100% disability)

Other suitable documentation, if deemed sufficient by the hiring agency, may be accepted. Eligible relatives may also need to provide additional documentation in order to demonstrate that all eligibility criteria and requirements are met.

**Testing**
Individual hiring departments at Helena College may elect to administer pre-employment tests, which are relevant to essential job functions.

*References not listed on the application materials may be contacted; notice may be provided to the applicant.*
*All New Employees must be eligible and show employment eligibility verification by the first date of employment at Helena College University of Montana, as legally required (e.g., Form I-9).*
Title VII of the U.S. Civil Rights Act requires Helena College to “make and keep records relevant to the determinations of whether unlawful employment practices have been or are being committed.” This is also a requirement of the Montana Human Rights Act and state and federal laws providing employment opportunities for veterans and persons with disabilities. The following survey helps to fulfill these requirements.

Helena College’s commitment to equal opportunity, nondiscrimination, and affirmative action in employment is realized through its Affirmative Action Plan. This plan and legal responsibilities to ensure equal employment opportunity require reports of job applicants by race/ethnic categories, gender and veteran status. Analysis of the information provided will be used to monitor recruitment and selection practices in at Helena College.

This information is voluntary and is gathered for statistical purposes only. It is kept confidential, separate from application materials, and will NOT be used in any way to evaluate your qualifications for employment.

Position Applied for: 
Last Name:  First Name:  Middle Initial:  
Gender:  Male  Female  
Race/National Origin:  
☐ White (not of Hispanic origin): all persons having origins in any of the original people of Europe, North Africa, or the Middle East.  
☐ Black (not of Hispanic origin): all persons having origins in any of the black racial groups.  
☐ Hispanic: all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.  
☐ Asian or Pacific Islanders: All persons having origins in any of the original peoples of the Far East, Southeast, the Pacific Islands, or the Indian Subcontinent.  
☐ American Indian or Alaskan Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Veteran Status:  
☐ No Military Service  
☐ Disabled Veteran: (i) a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under
laws administered by the Secretary of Veteran's Affairs or (ii) a person who was discharged or released from active duty because of a service-connected disability.

☐ Other Protected Veteran: a veteran who served on active duty in the U.S. military, round, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized.

☐ Armed Forces Service Medal Veteran: a veteran who, while serving on active duty in the U.S. military, ground naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

☐ Recently Separated Veteran: a veteran of the U.S. military, ground, naval or air service during the three-year period beginning on the date of such veteran's discharge or release from active duty.

Where did you learn about this vacancy?
☐ Newspaper   ☐ Job Service   ☐ Referral   ☐ Posting   ☐ Web   ☐ Career Fair   ☐ Other: