



Job Description: **Pastry Chef**

Position: Pastry Chef

Reports To: Owners, Blue Mango Executive Team

Classification: Hourly, Non-Exempt

Our Mission

To delight every guest with remarkable dining and hospitality experiences that keep them returning

Our Core Values

Authenticity - Enthusiasm - Respect

Summary of Position:

As Pastry Chef, you will work closely with a small production baking team to ensure the efficient operation of all baked goods production and preparation (desserts, sweet/savory breakfast pastries, specialty breads/flatbreads) for our multiple locations. Proactive and clear communication with location chef's regarding orders, upcoming seasonal menu changes is essential, along with ensuring all prepared goods are ready and packaged for delivery on time. This role blends creativity with precision, ensuring both quality and efficiency in our offerings. There is also repetition, as there is a large amount of hands-on production needed on a daily basis. This position will be a leader of 1-3 employees. The ideal candidate will possess a strong dedication, drive, and expertise in the art of pastry making.

Schedule

Full-time, 35-40 hours per week, hourly, non-exempt position. This position must be able to work Monday-Friday to start, with the potential to shift to a Tuesday-Saturday schedule in the Fall of 2024.

Primary Duties and Responsibilities:

- Prepare a variety of baked goods (desserts, sweet/savory pastries, breads) for multiple locations to be served seven days per week in accordance with restaurant logistics and plating requirements
- Create and send new recipes through our testing process for menu approval. Once approved, recipes need to be properly food costed using our accounting software with detailed process instructions written for each item for our recipe database
- Well-versed in food & labor cost control measures. Food cost should be controlled through proper ingredient selection, inventory and ordering practices, while labor controlled through proper staff/production scheduling
- Measure and weigh ingredients accurately, and mix, shape and mold dough as require, paying special attention to quality in your work and in the work of the rest of the team
- Work with the logistics of each restaurant location as related to storage and plating as to the types of desserts that can be offered
- Package and present pastries for delivery, considering longevity and appeal
- Maintain a clean and organized workspace and ensure kitchen equipment is kept clean and functioning properly



- Ensure timely preparation and service of all desserts
- Communication with location chefs on inventory, especially in regards to what needs to be sold, what is ready/seasonal
- Manage and organize pastry leftovers, if any, from recent events, repurposing, freezing, saving, or using what you can
- Responsible for researching and developing recipes, continue to learn and test new recipes to keep our offerings up-to-date and interesting
- Test recipes, not only for taste & presentation but for holding, reheating, travel & long-term freezing
- Understands and complies consistently with our standard portion sizing, cooking methods, quality standards and kitchen rules, policies and procedures
- Check the quality of material and condition of equipment and devices used for baking and report any equipment and food quality issues to the Owners
- Oversee the overall performance and work of pastry/baking associates, including training and development for new hires, and on-going development of existing employees.
- Participate in hiring, performance reviews, and disciplinary actions as needed
- Complete additional responsibilities as assigned

Required Skills/Abilities:

- Exceptional organizational and prioritization skills, and self-sufficient in executing tasks
- Skilled in using commercial ovens with a deep understanding of temperature needs for different baked items
- Demonstrated ability to work fast and efficiently without compromising on the quality of preparation and end product
- Must be open to feedback and committed to continuous improvement
- Is a self-starter, while demonstrates ability to adhere to company policies and parameters and
- Must work well under pressure with strong ability to handle multiple tasks and work well in an environment with time constraints
- Must be able to read and understand recipes
- Forward-thinking approach, constantly anticipating needs and staying one step ahead in all preparations
- Solid grasp of professional cooking techniques and baking methods and procedures
- Understanding and knowledge of safety, sanitation practices and food handling procedures
- Strong attention to detail and high standards of excellence
- Must have the ability to balance the focus on guest needs with company needs, seeing the 'big picture'
- Proficiency in Microsoft Office or G-Suite applications
- Proactive, driven, and inherently motivated with a strong sense of urgency to deliver results
- Enthusiastic demeanor and excellent verbal and written communication skills
- High level of integrity, consistently maintaining accountability in all that you do

Physical Requirements:

- High level of stamina to work on feet for extended periods (be able to work in a standing position for long periods of time up to 8 hours)
- Must be able to occasionally lift, balance, and move food product and items weighing up to 50 pounds



- Must be able to perform in a fast paced, busy environment with attention to detail

Education and Experience:

- At least 3-4 years of proven experience working in pastry at a bakery or other food production (restaurant, cafe, hotel, catering) environment
- Must have or be able to attain a valid Manager California Food Handlers card
- Must have or be able to attain a valid Supervisory California Sexual Harassment Prevention Certificate

Preferred Qualifications:

- Experience in a supervisory or management capacity with a minimum of one employee working under you is highly preferred
- Degree in Culinary Arts, Pastry & Baking is preferred
- Working knowledge of baking with ingredient limitations (gluten free, nut-free, dairy-free) is a plus
- Flexible working hours, including weekends, evenings and holidays, when necessary
- Genuine passion for culinary excellence and dedication to creating exceptional food experiences

***Disclaimer:** This description includes essential functions. Additional functions and requirements may be assigned by supervisors as deemed appropriate. In accordance with California law and the Americans with Disabilities Act, requirements may be modified to reasonably accommodate disabled individuals. We are an equal opportunity employer. We are committed to creating an inclusive and welcoming workplace for all. We welcome applicants from a wide variety of identities, ideas, perspectives and experiences and encourage people from underrepresented backgrounds to apply. Cafe Fiero offers reasonable accommodations to job applicants with disabilities.*

I, _____ **acknowledge that I have thoroughly read & understand my job description, essential functions, and responsibilities as a PASTRY CHEF at Cafe Fiero.**

Sign: _____ **Print:** _____

Date: _____