

Co-op Member: Baking Team

PERSON SPECIFICATION



Skills

Essential (E) / Desirable (D)

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|---|---|
| Excellent communication and listening skills | E |
| Ability to work independently and as part of a small team | E |
| Follow set procedures and formulas | E |
| Strong numeracy skills | E |
| Good literacy skills | E |
| Ability to manage time and workload effectively, prioritise tasks and meet deadlines in a busy work environment | E |
| Ability to work in a non-hierarchical team | E |
| Comfortable and confident facilitating or teaching educational sessions | E |
| Basic IT skills and ability to use spreadsheets | E |
| Great customer service skills | D |
| Professional baking skills: bread and/ patisserie | D |

Knowledge

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|--|---|
| Understanding of and support for the co-operative values | E |
| Clean and tidy with knowledge of food safety and hygiene | E |
| Knowledge/understanding of bread and/or patisserie, including sourdough fermentation | E |
| Knowledge of other bakery ready to eat products e.g. savoury pastries, cakes/tray bakes, tarts | D |

Experience

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| Basic admin such as keeping accurate records, answering emails and filing | E |
| Making bread, pastries, other baked products by hand: weighing, scaling, shaping, baking | D |
| Working in a commercial bakery or catering setting | D |

Personal qualities

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|---|---|
| Ability to work in a physically demanding role i.e. with significant lifting, and high pace | E |
| Ability to work flexibly and at short notice | E |
| Observant and diligent; good attention to detail and able to meet agreed standards | E |
| Reliable and conscientious attitude to work | E |
| Creative and passionate about producing great food and learning more about baking | E |
| Experience (or willing to be involved with) planning, development and delivery of educational classes to groups | E |
| Willingness and ability to take part in making decisions with co-workers | E |
| Friendly, calm and helpful attitude towards others (customers and co-workers) | E |
| Self-motivated, able to work unsupervised and use initiative | E |
| Desire to work towards membership of the Co-op | E |

Qualifications

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| Baking qualification | D |
| Full, clean driving licence held for at least 2 years | D |