

Baking Team

PERSON SPECIFICATION



Skills

Essential (E) / Desirable (D)

Excellent communication and listening skills	E
Ability to work independently and as part of a small team	E
Follow set procedures	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
Basic IT skills and ability to use spreadsheets	E
Great customer service skills	D
Professional baking skills: bread and/ patisserie	D

Knowledge

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, including sourdough fermentation	E

Experience

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

Personal qualities

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
Friendly, calm and helpful attitude towards others (customers and co-workers)	E
Self-motivated, able to work unsupervised and use initiative	E

Qualifications

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