

# Baking Team

## PERSON SPECIFICATION



<b><u>Skills</u></b>	<b>Essential (E) / Desirable (D)</b>
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
<b><u>Knowledge</u></b>	
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
<b><u>Experience</u></b>	
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**

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 (and/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**

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