

monuts

restaurant & bakery

1002 Ninth Street Durham, NC

Position: Full-Time Baker

Who We Are: We are Monuts, a high-volume, 99% from scratch restaurant and bakery located on Ninth Street in Durham. We have been in business for 9 years and are open 7 days a week serving breakfast, lunch, baked goods and coffee. Our bakery keeps Monuts true to its roots by providing an ever-changing menu of fresh, handmade and seasonally-inspired pastries, donuts, and breads. We are professional, flexible, detail-oriented and really good at our jobs. We seek excellence, not perfection, and are committed to not just maintaining the quality and consistency of our products, but improving them.

What We Need: Even when not actively hiring, we always accept applications for bakery positions. Although previous bakery experience is not required, a true interest in baking and cooking in a commercial setting is highly preferred. The bakery department at Monuts is small but mighty, and is generally comprised of 5 full-time staff members, the department manager, and one assistant manager. In a team this small, attitude, professionalism and the ability to work as a true team is crucial to meeting each day's output goals and to maintaining a sense of levity and good humor amidst a sometimes chaotic workload.

A Day in the Life of a Monuts Baker: Every day, we get to work at 4am, and as a team, we tackle production and prep lists that are seemingly endless. We maintain clean and organized work-spaces, we work with purpose and are willing to change directions to help our co-workers without question. We use our senses, our instincts, recipes and MATH to get through our day. We solve problems, tweak recipes and are constantly trying to improve the quality and consistency of our products. The bakery is diverse and as a team, we recognize that everyone has something to learn and something to teach—we do not take each other, our backgrounds or our skill sets for granted. At the end of the day, just as we would after cooking dinner at home, we clean up our mess and get the bakery ready for the next day.

Training: All new-hires complete a 3-month (fully-paid) probationary term during which time they begin training on all stations in the bakery. Our team members receive regular feedback designed toward building skills and familiarity with how our bakery operates. It is our hope that at the end of 3 months, all new hires feel confident and well-trained and are excited to move out of the probationary period into a long-term regular position on our staff! At the end of the 3-month probationary term, bakers receive a \$0.25/hr raise!

Why You Should Work Here: We pay a living wage with a starting salary of \$16/hour. All full-time employees earn 2 weeks paid time off each year, \$225/month toward health insurance or related expenses, a retirement plan with company matching up to 3%, and free staff meals. We promote from within the company and offer all hourly staff members the opportunity to earn annual performance bonuses. We are nice. We like to learn. And, we've tried really hard to build a collaborative environment that leaves space for individuals to be seen, heard and supported.

We take our employee's health seriously. All staff and delivery drivers wear masks the entire time they are here. Monuts is currently operating as take-out only.

Schedule: We're very busy on the weekends and therefore weekend availability is absolute must. Otherwise, you can expect 38-42 hours/week spread over 5 shifts, with time-and-a-half paid for any hours over 40 in one week. We try very hard to maintain a set schedule in the bakery, with everyone receiving two consecutive days off each week, although sometimes we have to jostle the schedule to accommodate for time-off or staff shortages. All shifts begin at 4am and

are generally scheduled to Noon.

How to Apply: Please fill out the application posted on the jobs page, then send a brief letter of interest and resume to monutsishiring@gmail.com. Please be sure that your resume or interest statement lists any relevant service experience. If our hiring team thinks you could be a good fit, we'll reach out!