



Job Posting – Production Baker

Job Title

Production Baker

Location

True Grain Bread Summerland
10108 Main Street, Summerland, BC

Supervisor Title

Head Baker

Direct Report(s)

None

Terms

- Permanent, Full-time (Saturdays required)
- 35-40 hours/week
- 3:00a.m. start-time on certain days

About True Grain

At True Grain Bread, our decision-making and culture are guided by our daily Mission, our company Vision and our core Values.

TRUE GRAIN VISION

Imagine a world where:

the craftsmanship of the baker,
the fragility of our planet,
the integrity of the organic farmer,
the strength of community and
the simplicity of real food
are valued and nourished.

Purpose of the Position

The Production Baker can run a full day's production from start (mixing) to finish (baking). Directly reporting to the General Manager, the Production Baker fulfills the daily production requirements that have been identified. When not operating the ovens, the Production Baker works closely with the Assistant Baker to ensure quality is being met. This position requires a reliable individual who has strong interpersonal skills, is flexible, and has a strong work ethic. This individual should already have, or be working towards their Red Seal Certification.

Essential Duties & Responsibilities**Craft Proficiency**

- Produce the highest quality of all baked goods, consistently. This includes 'quality control' and rejecting any products that are not up to par, and working constructively with the other bakers to correct any deficiencies.
- Foster a culture of, and accept only excellence and pride in, producing the finest organic handcrafted breads and other baked goods
- Demonstrate understanding of the production process from mixing, resting of dough, rounding and impacts on bread quality, look and flavour.



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- Run a full production day from mixing to forming to baking, and do so hitting key timelines.
- Troubleshoot any areas where product is not meeting our stringent specifications of quality
- Order ingredients as per the direction of General Manager or Head Baker to maintain a 100% in stock position, and no excessive on hand inventory
- Challenge the Management to seek out increased usage of organic, fresh, seasonal and local ingredients

Customer Service

- Recognize that you are part of an overall customer-service experience.
- Ensure that our production requirements are always met by filling in when short-staffed and working long days if necessary

Supervisory

- Work with the Assistant Bakers to coach them and monitor their work, including respectfully providing feedback and guidance. When appropriate, raise concerns with the Head Baker
- Take a leadership role in the production area when the Head Baker is not available. Communicate effectively with the front-end staff.

Health & Safety

- Maintain the cleanest production area possible, and contribute to a culture of cleanliness of production areas, ovens, person, and equipment
- Maintain an organized and efficient bakery.
- Suggest improvements to Head Baker or Management regarding product ideas, ways to be more effective, efficient, clean, organized and presentable
- Maintain all equipment in good repair and having all the necessary implements and tools necessary for an efficient operation

Educational and Work Experience Requirements

- Baker Red Seal Certificate or equivalent experience and / or in progress
- Foodsafe (BC Specific one day food handling and safety course)
- 2-3 years craft bread baking experience
- Experience with natural fermentation and sourdoughs from scratch and fundamental understanding of mixing, proofing bread properly and handcrafting bread and baguettes
- Experience in working with organic ingredients
- Experience with deck oven loading and unloading with a peel

Physical Demands

- Routinely lift in excess of 20kg (50lb)