



Be a part of St Thomas' & London's #1 Bakery & make a sweet career with us!

Job Type: Full-Time & Part-Time Positions Available.

Start Date of Employment (Approx.): As soon as possible.

Qualifications: Previous experience in a commercial kitchen, a reliable vehicle, and flexibility to work shifts at both London & St Thomas is an asset (but not mandatory)

Number of Positions Available: 4

Job Titles Available: Dessert Expert (entry level \$14.00), Dessert Expert 2.0 (\$15.00), Dessert Artist (\$16) Junior Team Leader (assistant management role \$17.00), Team Leader (management role \$18.00+), plenty of opportunity for growth, new positions becoming available & yearly raises based on epic performance!

Wage(s): \$14.00-\$18.00/hour based on experience & skill level. Plenty of opportunity for growth, new positions becoming available often & yearly raises based on epic performance!

Job Location: 381 Talbot St in St Thomas & 222 Wellington St in London

Availability In London: Tuesday- Friday: 630am-2:30pm or 2:00pm-10:00pm, Saturday 10am-6pm

Availability In St Thomas: Tuesday-Saturday: 9:30am-6:30pm

Note: having a vehicle and flexibility to work between both locations is not required however, a huge asset!

Perks:

- 40% off Chick Boss Cake products (including cakes)
- Paid day off on your birthday + free 8" birthday cake
- YMCA gym membership with full pool & facility access
- Free cupcake, coffee, tea, water & snack station during shifts
- Book club program (\$20 per month toward a self-improvement book)
- Wellness activity dollars \$25-\$50 per month based on length of employment to use toward spa, workout classes, family activities, museums etc- you get to decide!
- Meditation app access
- Upbeat fun, friendly & inclusive work environment complete with disney music
- Plenty of opportunity for growth, new positions & yearly raises based on epic performance

The Dessert Expert Position (\$14.00):

A Chick Boss Cake Dessert Expert is an entry level position where you will be responsible for a variety of different tasks including (but not limited to): over the top bubbly customer service, drink making, icing cupcakes & very basic decorating. You must be able to taste test products & ensure the quality of our products are maintained to the highest standards. Attention to detail is imperative & a **positive attitude is the key** to success at Chick Boss Cake. You will have plenty of opportunity to show us what you're made of & work towards other positions if you wish to do so! Also, opportunity for annual raises based upon performance.

The Dessert Expert 2.0 (\$15.00):

The prerequisite for this position is either previous experience in the industry doing similar tasks or working for us in the Dessert Expert Position (above) & being promoted to this role!

A Chick Boss Cake Dessert Expert 2.0 is the next level position where you will be responsible for a variety of different tasks including (but not limited to): over the top bubbly customer service, drink making, icing cupcakes, decorating donuts, decorating cakes & more advanced dessert making. You must be able to taste test products & ensure the quality of our products are maintained to the highest standards. Attention to detail is imperative & a **positive attitude** is the key to success at Chick Boss Cake. You will have plenty of opportunity to show us what you're made of & work towards other positions if you wish to do so! Also, opportunity for annual raises based upon performance.

Dessert Artist (\$16):

The prerequisite for this position is either previous experience in the industry doing similar tasks/supervisor roles or working for us in the Dessert Expert 2.0 (above) & being promoted to this role!

A Chick Boss Cake Dessert Artist is the next level position where you will be responsible for a variety of different tasks including (but not limited to): over the top bubbly customer service, up selling & maintaining high sales level, ability to decorate all sizes and variations of cakes, overall supervision of the store, drink making, icing cupcakes, decorating donuts, & more advanced dessert making. You must be able to taste test products & ensure the quality of our products are maintained to the highest standards. Attention to detail is imperative & **a positive attitude** is the key to success at Chick Boss Cake. You will have plenty of opportunity to show us what you're made of & work towards other positions if you wish to do so!

Junior Team Leader (\$17.00):

The prerequisite for this position is either previous experience in the industry doing similar tasks/supervisor roles or working for us in the Dessert Artist Position (above) & being promoted to this role! A reliable vehicle & flexibility to work between London & St Thomas is required for this position.

A Chick Boss Cake Junior Team Leader is the next level position where you will be responsible for a variety of different tasks including (but not limited to): over the top bubbly customer service, up selling & maintaining high sales level, supervising staff, overall supervision of the store, drink making, icing cupcakes, decorating donuts, baking, decorating cakes & more advanced dessert making. You must be able to taste test products & ensure the quality of our products are maintained to the highest standards. Attention to detail is imperative & **a positive attitude** is the key to success at Chick Boss Cake. You will have plenty of opportunity to show us what you're made of & work towards other positions if you wish to do so!

Also, opportunity for annual raises based upon performance.

Team Leader (\$18.00 & up):

The prerequisite for this position is either previous experience in the industry doing similar tasks/management roles or working for us in the Junior Team Leader Position (above) & being promoted to this role! A reliable vehicle & flexibility to work between London & St Thomas is required for this position.

A Chick Boss Cake Team Leader is the next level position where you will be responsible for a variety of different tasks including (but not limited to): over the top bubbly customer service, up selling & maintaining high sales level, supervising staff, overall responsibility of the store, ability to run the store on your own, setting up daily task schedules for the staff, coaching & management of the entire team, drink making, icing cupcakes, decorating donuts, decorating cakes & more advanced dessert making. You must be able to taste test products & ensure the quality of our products are maintained to the highest standards. Attention to detail is imperative & **a positive attitude** is the key to success at Chick Boss Cake. You will have plenty of opportunity to show us what you're made of & work towards other positions if you wish to do so! Also, opportunity for annual raises based upon performance.

What We Look For:

Seeking an exceptionally passionate individual who is excited to be part of Chick Boss Cake's mission in providing the best cake & desserts in town! Must be enthusiastic and adaptable to change as we are always innovating new products & introducing fun new desserts to our menu. The chosen candidate will be flexible to work occasionally longer shifts with little to no notice as needed. Previous experience is an asset; however, we are willing to train the right individual for the job. **Must be physically able to lift up to 50 lbs bags of product & be able to stand and move around for extended periods of time.**

Job Duties:

These duties vary based on the position you are hired for but may include any of the following:

- Bake cakes, cupcakes by precisely following recipes and baking instructions.
- Ability to taste test all products throughout the baking process to ensure quality control.
- Decorate cakes, cupcakes, donuts & other baked goods.
- Follow a time management schedule while maintaining efficiency.
- Make all icings by following recipes & instructions.
- Attention to detail, must get to know what all our products should smell like, look like & taste like.
- Maintaining stock & inventory of products and ingredients.
- Maintain a clean kitchen environment at all times.
- Clean & sanitize dishes in accordance to health & safety standards.
- Maintain organized work space.
- **Portray a positive and passionate attitude at all times.**

- Represent Chick Boss Cake's brand & act in accordance to company values & principles.
- Assist with front counter duties & handle cash flow.
- Make milkshakes, lemonades & hot chocolates.

The Company:

At Chick Boss Cake, we take great pride in creating a unique experience for our customers by offering creative and innovative drinks & desserts. Our menu is always changing as we are always creating new desserts & drinks that keep our customers' (and staff members) on their toes & excited for their next visit. Our company culture is just as important as the job itself & the ideal candidate must easily adapt to our values & culture. Participating in fun themed work days, photo shoots, funny video clips, maintaining a positive attitude at all times, being self-motivated to work independently & quickly, conducting yourself with integrity both at work & at home are examples of some of our values/work culture.

Company Values:

Passion
Integrity
Positivity
Self-Motivation
Magic-Making

Definition & Examples of Values:

Passion: Doing everything with powerful intention, enthusiasm and excitement. Displaying an intense & genuine passion for our company, our customer, co-workers and our values & culture. Maintaining a professional image while making customers feel like they're super special and leaving feeling like you're their friend. Maintain integrity of brand outside of work (ensure all interactions with public including social media when speaking in relation to our business are professional and coincide with all of our values). Always show enthusiasm & excitement when speaking about our business to anyone.

Integrity: Conduct yourself with integrity & sincerity. Do the right thing even when no one is watching both at work and in the community. Always talk respectfully about co-workers if they are not present. Use common sense when making decisions and ensure every decision made is in-line with our values.

Positivity: Maintaining a positive attitude throughout the day, switching negative situations/thoughts into positives & not complaining. Maintaining a positive attitude with changes & challenging situations. Practicing positivity outside of work. Always be kind, courteous, say please & thank you. Be a generous person & practice gratitude daily by focusing on things you love, are thankful for & happy to have in your life.

Self-Motivation: Being aware & mindful of your job and responsible for your time management. Display leadership qualities within your position and taking ownership of your actions & how you interact with co-workers & customers. Leading by example & setting a good example for everyone around you. Caring about the business as if it were your own and showing brand loyalty.

Magic-Making: Going above & beyond for customers whenever possible. Making customers interactions personal & genuine. Using our values in exceeding peoples' expectations. Displaying random acts of kindness both at work and outside of work. Use your judgment and take ownership to give them an incredible experience. Providing the "wow" factor.

Our culture

What is a company culture? Company culture is the character and personality of your organization. It's what makes your organization unique and is the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes of everyone.

Our culture at Chick Boss Cake is to ensure everyone is always inline with our values both at work and at home. It is important to be respectful of everyone and treat everyone with kindness and always maintain a good attitude. Fairness and equality should be maintained at all times. It is important to maintain a

balanced work environment that consists of fun and excitement and is also professional and respectful. Respecting both types of work environments and recognizing the difference between the two and acting inline with both areas when you are working within them (the loud & fun in front of the store vs quiet & calm back kitchen area as described below).

The front of the store area: this area is meant to be fun, outgoing & full of energy and should maintain an upbeat vibe at all times. Our customers expect fun & enthusiastic staff during any interaction and it is completely acceptable to be loud & fun in this area. Even if your personality is more on the calm & quiet side, it is important that you embrace this part of the culture in order to meet the customers expectations.

The back kitchen area: this area is meant to be calm, quieter & more focused. This space is designed for creative thinking & concentration. Ensure to use your indoor voice when talking and keep conversations calm & quieter so others are able to concentrate on their tasks. A positive and happy attitude should be maintained in both spaces at all times. Even if your personality is more outgoing & loud, it is important that you embrace this part of the culture in this area in order to respect the other staff working in this environment.

“Creativity is intelligence having fun”

How to apply:

Please apply via email: info@chickbosscake.com with your resume & cover letter.

We would like to thank all Applicants for their interest in. Only Applicants selected for an interview will be contacted. We are an equal opportunity employer. The job posting is intended to describe the general nature of work being performed by associates assigned to this job. It is not intended to be inclusive of all duties and responsibilities and is subject to change.

