

FLEURS ET SEL:

Cookie Production & BOH Prep Team Member

The role:

- Cookie production team members will assist our Head Baker in making a variety of cookies each day. Our bakers collaborate closely with one another in addition to receiving mentorship from our Head Baker.
- Mixing, shaping, scooping and weighing hundreds of cookies each day while following Fleurs et Sel precise methods and ensuring all Department of Health and Food Safety standards are met.
- The ideal candidate will find joy in making others happy with products that are handcrafted, shaped by hand, and perfectly packaged to ensure the highest quality and experience for the Fleurs et Sel customer
- Ability to take direction, follow recipes, strong work ethic and embodies the Fleurs et Sel core values
- We are specifically looking for someone with professional experience working in a kitchen environment/bakery back of house (2+ years of relevant experience)
- Work schedule will vary between early morning to late evening, Saturdays and Holidays

What you will do:

- Work alongside the Baker Team Leader and the rest of the bakery team to efficiently portion, scoop, shape, bake-off and package multiple cookie flavors while ensuring consistency and maintaining Fleurs et Sel standards of delicious quality
- Become an expert in how to handle and efficiently shape our dough and cookie flavors
- Repetitive tasks with few breaks - need to have a strong work ethic and desire to get things done efficiently and effectively
- Work towards production goals, creating enough batches to support demand for all of our cookie drops and larger corporate orders (one day could be 300 cookies while another day could be 2,000 cookies)
- Assist with unloading and organizing supply deliveries and preparing orders for pick-up
- Remain on your feet for full shifts and lift up to 50lbs + (ingredients and mixing bowls)
- Maintain high levels of cleanliness and organization of all BOH prep/work areas, adhering to sanitation/health regulations and company policy
- Problem solve with Head Baker and baking team should any issues arise in regards to quality, quantity, or ingredients
- Ability to accurately and carefully fulfill and package customer orders - including individually wrapping cookies, packaging in boxes, tying bows with twine, stickering bags, etc.
- Has a strong work ethic and will maintain the highest standard of quality while packaging, scooping and baking hundreds of cookies each day
- Use a variety of kitchen tools and equipment such as: stand mixers, convection/deck ovens, electric scales, rolling racks, etc.
- Set a positive tone for the team/bakery for the day (our bakers are the first to arrive each morning)
- Welcome and accept feedback and coaching from the management team in order to maintain and grow as an employee

What we're looking for:

- 2+ years of professional baking experience required
- Food Handler Permit Required
- Passion for what you do – you enjoy the process of creating something from start to finish and are motivated to continuously hone your craft and technique
- Adaptability and flexibility – we are a small team and flexibility and adaptability is a must. You are someone that takes initiative and if you see something that needs to be done, you act
- Eye for detail – you're meticulous about the items you create and understand the technique and patience it takes to create consistently high-quality products
- Collaborative spirit and commitment to Fleurs et Sel core values
- You're a team player and willing to lend a hand or elevate those around you
- You are versatile and able to go from packaging, to baking, to scooping, and if needed, you are able to work the FOH retail counter to greet and serve customers

- Qualities: you have a strong work ethic; personable; hardworking; dependable; reliable; professional; self-motivated and driven to get things done in a timely manner
- A passion and love of the Fleurs et Sel product, brand, and experience

Working Conditions and Expectations:

- Work schedule will vary between early morning to late evening, weekends and holidays
- Shifts will range from 8 hours and at times may be asked to work overtime
- We are looking for Part time (<20 hours) and Full-time (40 hours) employees
- Multi-shift availability needed, open-availability strongly preferred
- Weekend availability (Saturday), Holiday availability required
- We will be baking and prepping Tuesday - Saturday. Closed Sunday & Monday

Physical Requirements:

- Be able to reach, bend, stoop and frequently lift up to 20 – 50 pounds
- Repetitive tasks with few breaks
- Be able to work in a standing position for up to 8 hours
- Can work well under pressure and maintain a consistent pace through the shift
- Report to work as scheduled and fulfill all position requirements for the duration of shift

Compensation/Benefits:

- \$18-\$20/hour (hourly, commensurate with experience)
- Achievable growth/development opportunities
- Opportunity to do good - Fleurs et Sel partners with several charities and community organizations
- The opportunity to be a part of special memories that happen daily in our bakery
- One of the first employees of Fleurs et Sel at our brand-new, beautiful and highly anticipated Bakery

About Fleurs et Sel:

Fleurs et Sel is a small, locally-owned baking company started in April of 2020. In the face of the Covid-19 Pandemic and with more time at home with family and friends, Lara was inspired to follow her passion for cooking and community. Lara's first cookie recipe was the sea salt chocolate chip cookie. She baked two dozen cookies and delivered them to her friends all over Los Angeles. Her cookie deliveries started out as a fun way to spread some love and make quarantine a little more "sweet." Shortly after, Lara started delivering to many of her loyal customers from Nordstrom to re-connect and express gratitude during these challenging times. Before she knew it, her cookies were drawing long lines of loyal cookie fans to her home in West Hollywood, California and partnerships with major companies including Amazon, Apple, Netflix and HBO were born.

Fleurs et Sel is proud to be a minority owned business. Lara is transforming the baking industry with a digital-first approach and a sharp focus on giving each customer a beautiful and personalized experience. Lara is very excited to bring her sweet treats and the Fleurs et Sel experience, centered around **cookies, compassion and community**, to the greater Los Angeles community through weekly Pop-Up shops and one day, a store front and bake shop.