Frelard Tamales & El Sueñito Brewing Company

About our Fremont location:
Our Fremont location is a combination of a brewery taproom and Mexican restaurant. Our taproom side features El Sueñito Brewing beers, brewed at our main brewery in Bellingham, WA, along with a variety of tequila & mezcal cocktails, and non-alcoholic options as well. Our kitchen side features our Frelard Tamales menu + a rotating number of Mexican dishes representing our family's culture and traditions. The Fremont location can sit over 80 people and is open to all ages. Our taproom works as a table service casual sit down restaurant and it also includes a take-out window as an important defining feature for online and take-out orders.

Job title: Line Cook & Prep Cook
Reports to: Operations Director
Location: 106 N 36th Street Seattle WA 98103

Looking for part-time employees looking to work 8 to 20 hours/week | Overtime eligible | Someone with evening and weekend availability is preferred | High quality health benefits (medical, dental & optometrist) covered at 75% for employees working 25 hours or more | Free EAP program for all employees, their spouse and dependents| Free basic life insurance | $22 starting an hour + tips from an equally shared tipping pool across all employees

Generous Paid Time Away:
Up to 7 days of Paid Time Off a year | Up to 10 days of Safe & Sick Paid Time | Two Personal Holidays | Four Paid Observed Holidays | Paid Bereavement | Paid weekly | Free shift meal & drink | Discounts on food, drinks & merch

Frelard Tamales & El Sueñito Brewing Company are guided by the following north stars. If you find that you align and connect with these founding values, you are in the right place.

- **Community-centered**: We are committed to building community by being one with community. We use our business platforms to elevate stories that highlight important work happening in the community and we partner with other small businesses to elevate each other through business collaborations. We sponsor and donate to causes important to us, especially in the areas of immigrant justice, LGBTQ+ advocacy & health, and environmental stewardship.

- **Humility & Respect**: We recognize that the fruits that have grown from the business have been possible thanks to our amazing team, our loyal customers, our friends, and family. We know that without a strong, healthy staff and a healthy community, we cannot have a healthy business. Humility, respect and empathy for others informs our business decisions to make sure we honor what everyone has contributed to our success.

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- **Celebrate Culture**: We intentionally create space for the community so they can gather and celebrate life's smallest and biggest moments. We elevate and support important celebrations honoring the community including queer & BIPOC folks. As an interracial couple, we embrace our gay and Mestizo/Mexican identities to highlight issues affecting our communities. We firmly believe in bringing people together through food & culture because food is one of the world's universal languages.

Role Overview:

Line Cooks & Prep Cooks are the heart of the kitchen and an integral piece of our taproom & kitchen operations. People in this role will carry out tasks to prep all ingredients necessary to offer and serve our menu. Cooks will help prepare & cook food orders. They will be responsible for maintaining cleanliness and orderliness of kitchen & storage spaces including but not limited to refrigeration, dishwashing and cooking areas. Food prep and cooking knowledge is a must for this position. From the quality of the beer & food, the atmosphere of the tasting room and especially the service they receive, a guest's impression of our restaurant & taproom will be heavily impacted by the quality and presentation of our food. Our shared goal is to positively impact customers' experience so they want to come back again.

Other duties include, but are not limited to, running and operating all cooking equipment to maintain food service without disruption. Packing & serving takeout orders of food.

Responsibilities

- In general, every Line & Prep cook will be asked to handle every task from the opening to the closing of the kitchen:
    - Properly setting up and taking down kitchen stations
    - Prepare food for service (e.g. chopping vegetables, meat prep, preparing sauces or making our daily agua frescas)
    - Cook menu items in cooperation with the rest of the kitchen staff
- Understanding and complying with food safety and sanitation standards:
    - Maintain cleanliness throughout the kitchen, storage and refrigeration areas that exceed minimum health department guidelines
    - Ensure the kitchen, counters, sinks, coolers, shelving, and storage rooms are clean and always remain that way
- Work with chemicals used in cleaning and sanitizing
- While we will have dedicated Dishwashers running the dish pit, all BOH team members are expected to help in the dish pit when needed.
- Communicating with fellow staff members to ensure quality product and ticket times
- Maintain a friendly and positive attitude with employees and customers
- Work well with others in collaborative settings & independently as well
- Help pack & serve food orders
- Perform fine hand manipulation including handling small and large objects, chopping, using kitchen equipment, as well as working with and around sharp objects, including knives and slicers
- Complete all paperwork involved in day-to-day operations (inventory sheets, incident reports etc.)

- Communicate equipment problems, kitchen maintenance issues, violations, or substandard practices to the Kitchen Supervisor & Operations Director.
- Attend staff meetings, events and other functions as required

Desired Skills, Personal Strengths, and Experience:

- Ideally two years in the hospitality, food & craft beer industry**:**
    - Must have passion for food and cooking
    - Proven cooking experience, including experience as a restaurant cook or prep cook
- Excellent understanding of various cooking methods, ingredients, equipment and procedures
- Excellent knife skills
- Accuracy and speed in executing assigned tasks & following directions
- Familiar with industry's best practices
- Licensing and certifications: All necessary licenses and certifications needed to complete the job including: reimbursement for the cost of necessary permits & licenses will be issued: Food handlers card
- Stays cool under pressure:
    - Willingness to roll up sleeves and get "in the trenches" with the team
    - Compassionate, empathetic, and passionate about understanding others' needs
    - Outgoing & sociable (likes to chat with people and build relationships)
- Desire to learn & grow: Commitment to improvement, honesty & transparency
- Flexible and adaptable to owner/leadership policy and SOP as designed but willing to build upon and suggest iterations towards improvement or assist in creation of new policy or SOPs
- Physical demands:
    - Ability to stand for long periods of time: approx. 85% of the time
    - Sitting work: approx 15% of the time
    - Bending, kneeling, lifting: approx. 15% of the time
    - Ability to lift 35 lbs. to 50 lbs. solo & up to 165 lbs. in collaboration with other team members
- Ideally available nights and weekends
- Legally authorized to work in the United States

Compensation

- $22 per hour + tips. Tips could range somewhere between $4 and $25 per hour. *Our business policy is to use a tip pool where tips are distributed by day equally (by hours worked) among front and back of the house team members. We evaluate pay every six months.*

Benefits

1. **Healthcare benefits including medical, dental & vision:**
   Employees must work at least 25 hours a week to become eligible for benefits. Healthcare benefits begin on the 1st of the month following 60 days of employment.

    - Employer contributes 75% of premium for employees
    - 50% employer contribution for spouse & children

2. **Access to our free Employee Assistance Program for employees, their spouse and dependents**

3. **Paid holiday closures:**
   Holidays observed include: Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, and New Year's Day.

4. **Time Away:**
   - 2 personal holidays per year
   - PTO accrual:
     - Up to 7 days per year (first 24 months of employment)
     - Up to 10 days days per year (beginning month 25 of employment)
   - Up to 10 days of Paid Sick & Safe Leave
   - 2 days of Bereavement per year

At Frelard Tamales & El Sueñito Brewing Company, we are an Equal Employment Opportunity employer. We celebrate difference, we support it, and we thrive on it for the benefit of our employees, our business, and our community. As a gay & Mexican-owned business, we are committed to providing employees with a work environment free of discrimination and harassment.

We do not discriminate based upon race, religion, color, national origin, sex (including pregnancy, childbirth, reproductive health decisions, or related medical conditions), sexual orientation, gender identity, gender expression, age, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. We also consider qualified applicants with criminal histories, consistent with applicable federal, state and local law.