



PASTRY CHEF

GURU DONUTS

Born in Boise, Guru Donuts is a deliciously unique experience blending classic and seasonally rotated flavors. We take pride in using fresh, local ingredients to craft our made-from-scratch donuts. We make our unique glazes, fillings, creams and crumbs in-house - with ingredients you can pronounce. We are passionate about forging lasting relationships to strengthen our local community and spreading joy through the power of the shared donut experience.

OVERVIEW

Our Pastry Chef is a key member of our management team and is primarily responsible for leading kitchen operations and upholding Guru's quality and efficiency standards. The Pastry Chef leads development of new products and flavors, menu planning and drives Guru's culinary growth. The Pastry Chef works closely with the Pastry Sous Chef to supervise and direct the kitchen team, oversee quality control, manage ingredient inventory, glaze preparation, maintenance of kitchen facilities and training of the kitchen team.

WHAT GURU NEEDS

We are looking for a Pastry Chef who will be a long-term member of management here at Guru. We need a Pastry Chef who will effectively lead our kitchen operations and drive the growth of our atypical kitchen culture. We need someone who is passionate about creating the highest quality products, developing new products and wants opportunities to learn and grow with Guru as part of our leadership team!

KEY RESPONSIBILITIES

- Ability to perform all kitchen roles, including baking, frying, glazing and prep, with primary focus on donut baking
- Lead training of new team members and maintain training documents to ensure training is completed to Guru quality and efficiency standards.
- Oversee quality control, and maintain all Guru recipes and standards for glazes, fillings, dough and appearance
 - Work with Pastry Sous Chef to ensure all of the daily production of dough, batter and donut glazing meets Guru quality standards
- Direct production planning by maintaining the schedule of donut quantities needed for each day, working with the Retail team to plan accurate daily production needs



- Monitor quantities and manage production to eliminate shortages and overages of product(s) produced
- **Oversee all matters of kitchen production:**
 - Inventory management, including sourcing, placing orders to ensure appropriate inventory levels for all items and controlling inventory costs
 - Coordinating production of fillings, glazes, and toppings with Prep team to ensure quantities and qualities of prep items needed on a daily/weekly basis are being produced
 - Keeping other team members focused and prioritizing important tasks
 - Communicating with the Retail team on special orders and leading production, including: custom numbers/letters, custom glazes, weddings, etc.
- Maintain overall kitchen sanitation standards, by directing others and leading by example to maintain all workstations and cleaning tasks.
- Oversee kitchen maintenance to ensure appropriate performance of equipment.
- Refine and manage all operational kitchen policies and procedures to ensure quality and efficiency of production
- Perform personnel management for the kitchen, including hiring, training, and scheduling - balancing efficiency, productivity and budgetary performance.
- Lead development of donut menu, formulate and test recipes and improve existing recipes.

LEADERSHIP

- Lead by example to promote the mission, culture and values of Guru
- Build upon our existing culture to maintain a strong team environment where everyone enjoys working together and works efficiently - work hard, play hard!
- Excellent communication - observing, receiving, and otherwise obtaining information from all relevant sources
- Provide team members with clear, specific, timely and respectful coaching and feedback while setting clear expectations for performance and efficiency to foster growth within the team
- Make decisions and solve problems quickly and efficiently - analyze information and evaluate results to choose the best solution.
- Develop specific goals and plans to prioritize, organize, and accomplish work
- Be proactive in identifying process or product improvements, cost savings or sales improvement opportunities.



SKILLS/EXPERIENCE REQUIREMENTS

- Prior baking, pastry or kitchen experience, including prior role as Pastry Chef or Sous Chef
- Must be detail oriented
- Lead, coach and mentor others to help the team build their skills and grow their kitchen abilities
- Confidence to manage a team and direct tasks or correct team behaviors/performance while maintaining a positive and collaborative work environment.
- Ability to manage kitchen operations independently and resources to continually maintain product quality
- Perform general physical activities with speed and efficiency that require considerable use of your arms and legs and moving your whole body, such as lifting, balancing, walking, stooping, and handling of materials and objects.

OTHER REQUIREMENTS

- Management experience required
- Full-time position
- Must be able to lift 50 pounds or more and be on your feet most of the work day.

BENEFITS

- Incentive program
- Paid time-off
- Monthly wellness allowance
- Flexibility in work schedule
- Kitchen gear allowance
- Perks include free coffee, donuts and discounts on food and merchandise