
DIRT CHURCH BREWING CO.

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Owner/Founder

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Job Description: TAPROOM TENDER (CHARLEMONT)

The Taproom tender is a team-oriented individual who represents Dirt Church Brewing Co. with consistent dedication, passion for craft beer, superior customer service, and exudes a 'thirst for life.' Tenders are responsible for creating a welcoming and fun environment for all customers by providing industry leading service. This is accomplished with a customer first attitude, being knowledgeable about craft beer and passionate about the pillars of Dirt Church and its products. The position will work directly with the Owners, Assistant Brewers, and other Taproom Bartenders. We don't just "make beer" and "sell beer" we are active, authentic, engaged participants in what makes this life actually enjoyable!

The "JOB"

15-25 hrs/week

Evenings, weekends, holidays shifts are required

Compensation

Hourly Tip Rate starts at \$8.00/hr plus tips, with earning potential to reach \$50+/hr or greater

Terms of employment pay rate is industry standard tip rate, plus tips which are shared evenly between all staff on shift

All tip rate staff will be paid at least hourly minimum wage if shared tips do not satisfy the hourly minimum wage

Pay is "direct deposit" occurring every 2 (two) weeks and deposited on a Friday

Potential promotions within the company, management benefits potential after 6 months employment, TBD at 6 month review

Requirements & Duties

Maintain a current SafeServe Servers Certification (or greater equivalent) as is required by ABCC Liquor Law

Maintain a SafeServe Food Certification (or greater equivalent) as required by the Department of Health

Sell draft beer, packaged beer, food, and merchandise to customers

Educate guests about our beers, the 'ethos' of Dirt Church, and encourage responsible enjoyment of our products with meaningful and positive customer service

Proper ID techniques, identifying signs of intoxication, and is proactive to prevent certain avoidable situations known in this industry.

Maintain a *HOSPITAL-LIKE* clean bar, taproom, outdoor seating area, kitchen area, and restrooms

Prepare and serve a very simple food menu

Wash and sanitize glassware and cookware

Assisting in maintaining proper inventory of merchandise

Representing Dirt Church Brewing Co at various events, festivals and/or promotions

Engage meaningfully with the community through this position

Evenly, equitably, fairly or otherwise meaningfully share all duties and responsibilities with your team members.

Skills

Excellent interpersonal and communication skills to interact with customers and coworkers in a professional positive manner

Excellent organization and coordination skills

Must maintain a clean and sanitary serving environment

Able to manage priorities and routine functions effectively and efficiently in a FAST PACED taproom environment

Use of electronic pos system, CLOVER

Sound decision making skills - collect, assess, and interpret relevant information and make sound judgment; especially in regards to explaining and/or enforcing Liquor Laws for customers

Ability to multitasking while maintaining courteous and professional demeanor at all times

Education and Qualifications

No degree required

1+ year experience as a bartender in the craft beer industry; or 2+ years bar experience is preferred

Basic knowledge of beer offerings (flavors, ingredients, brewing process etc.) to answer questions from customers

Physical Requirements

This job takes place in person, and on premise

Ability to stand for extended periods of time, walk, use hands to finger, grasp, handle or feel, push, pull, reach, crouch, kneel, crawl or bend, and perform repetitive motions of the hands and/or wrists

Ability to exert up to 150 pounds of force occasionally, and/or up to 10 pounds of force frequently, and/or a negligible amount of force constantly to move objects

Ability to lift and/or move up to 55 pounds and be able to move 165 pounds with assistance if needed (a half barrel keg 15.7 gal weights approx. 165 pounds)

Brewery and Taproom Environment

The employee is subject to inside and/or outside environmental conditions. While performing the duties of this position, the employee may be exposed to inside environmental conditions that include extreme heat or cold, potential for physical injury, exposure to hot fluids, pressurized vessels and transfer lines, strong odors, chemicals, and moving machinery. While safety precautions are always utilized, breweries remain dangerous work environments. Breweries are not office environments.

Legal

All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Equal opportunity and consideration is given to all applicants regardless of race, age, gender identification, creed, and/or ability.

This job description in no way states or implies that these are the only duties to be performed by the employee(s) occupying this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by their supervisor.

Dirt Church Brewing Co. reserves the right to add or revise an employee's job duties at any time at its sole discretion.

This document does not create an employment contract, implied or otherwise, other than an "at will" employment relationship.

EMPLOYMENT AGREEMENT

Taproom Bartender Signature

I agree to the terms set forth in this Job description and attest that I am of sound mind and body to sling beer!

(Name)

(Date)

Dirt Church Brewing Co. - Authorized Signature

(Name)

(Date)
