



**Position: Server**

**Department: Food and Beverage**

**Reports to: Café Supervisor**

**FLSA Status: Non-Exempt**

**Salary Range: \$15-\$16.50 per hour plus tips and full benefits for full time employees. Other perks include food, merchandise and stay discounts.**

**Position Summary:** Servers are responsible for serving and some preparation of food menu items with friendly, individualized attention towards each customer. The Server also performs customer service duties of order taking, cashiering, and preparing menu items, which includes manual labor to clean and maintain the restaurant practicing good safety, sanitation and organization skills. The Server works as part of a team in a dynamic and high energy environment. In addition to maintaining our vision by adhering to our values and management principles, this position must provide the highest level of service to our guests.

### **Key Competencies**

- Attention and care for the details
- Excellent reading comprehension and ability to follow instructions accurately
- Strongly skilled in communication, organization, time management and multi-tasking
- Willing and able to work evenings, weekends and holidays; and step in to support other team members as needed
- Able to work independently and as part of a team
- Passion for good food, local ingredients and quality customer service
- Works well under pressure in a fast paced, high energy environment
- Demonstrates the ability to receive constructive feedback and learn from mistakes
- Reliable transportation to and from work
- Adherence to our Company Values of Community, Passion, Integrity, Environmental Stewardship and Culture of Learning

### **Principle Duties and Responsibilities:**

- Pass Health Department Audits by maintaining a clean, organized workspace and supporting fellow staff on proper sanitation guidelines
- Maintain quality standards in production, presentation, and service
- Know the menu thoroughly and prepare all menu items as directed, safely and efficiently
- Avoid cross contamination, improper food handling and/or storage practices
- Give suggestions to your supervisor regarding new preparations and the menu
- Comply with all inventory procedures and inform supervisor as stock runs low
- Control product costs with proper production execution and waste management
- Assess need for and report equipment repairs to supervisor and/or maintenance
- Assist in training new staff
- Report incidents promptly and accurately
- Attend staff meetings as needed

- Other duties as assigned by supervisor or other management

**Minimum Qualifications**

- High School Diploma or GED equivalent
- WA State or ServSafe Food Handler’s Card
- WA State MAST Alcohol Server Permit
- Professional appearance and manner, able to work cooperatively on a diverse team
- Positive, honest and energetic work ethic
- Able to grasp, lift or carry up to 50 lbs. as needed
- Finger/hand dexterity to operate various tools and equipment
- Able to withstand changes in temperature, occasional smoke, steam/heat, and work in a confined area
- Hearing, visual and sensory ability to observe and detect emergency situations; and to distinguish product, taste, texture, temperature, presentation and preparation

**Preferred Qualifications:**

*As part of our lifelong learning mission, FWH is happy to train candidates with unique experience who are otherwise a good fit for our culture and demonstrate an eagerness and ability to learn on the job.*

- One year experience in high volume food service operation

**EEO Statement**

Fort Worden Hospitality is an equal opportunity employer without discrimination because of age, sex, color, national origin, marital status, veteran status, sexual orientation or presence of a disability. Pursuant to the Americans with Disabilities Act, Fort Worden Hospitality will make reasonable accommodation of working conditions or methods in order to perform the duties of the position.

***Fort Worden Hospitality welcomes visitors to a treasured state asset – Fort Worden State Park and Lifelong Learning Center. We connect people to the park’s resources: the lifelong learning center campus, the cultural, educational, artistic, environmental, and recreational programs offered by the park’s partner organizations; the trails, beaches and historic batteries. We also provide hospitality packages; meeting and events spaces; food service; and lifelong learning programming.***

\_\_\_\_\_  
Employee (Print Name)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

## PHYSICAL REQUIREMENTS AND POTENTIAL HAZARDS

The following identifies the physical demands and potential hazards typically encountered by this position. The information is necessary in part to ensure compliance with the Americans with Disabilities Act and the OSHA Blood borne Pathogens Standards. These can reasonably be anticipated in the normal and customary performance of the essential functions of your work.

**NA:** NOT APPLICABLE, not required of this position.

**NE:** Requirement is present, but is NOT ESSENTIAL to the position.

**O:** OCCASIONAL, up to 33 percent of the time and essential to the position. (For example, a lifeguard swims only occasionally, but it is essential that a lifeguard be able to swim.)

**F:** FREQUENT, 34-66 percent of the time.

**C:** CONTINUOUS, over 66 percent of the time.

	NA	NE	O	F	C
Sitting		X			
Walking				X	
Standing					X
Running	X				
Bending or twisting				X	
Squatting or kneeling				X	
Reaching above shoulder level			X		
Climbing (e.g. ladders)	X				
Driving cars, light duty trucks		X			
Driving heavy duty vehicles		X			
Repetitive motion of hands/fingers				X	
Grasping with hand, gripping				X	
Lifting/carrying 10-25 pounds				X	
Lifting/carrying 26-50 pounds				X	

	NA	NE	O	F	C
Lifting/carrying more than 50 pounds			X		
Pushing/Pulling				X	
Using Foot Controls		X			
Work in/exposure to inclement weather			X		
Work in/exposure to cold water			X		
Exposure to dust, chemicals or fumes			X		
Work/live in remote field sites	X				
Use of hazardous equipment (e.g. guns, chainsaws, explosives)	X				
Swimming, scuba diving	X				
Work at heights (e.g. towers, poles)	X				
Exposure to infection, germs or contagious diseases		X			
Exposure to blood, body fluid, or potentially contaminated materials		X			
Exposure to needles or sharp implements				X	
Use of hot equipment (e.g., ovens)				X	
Exposure to electrical current	X				
Seeing objects at a distance			X		
Seeing objects peripherally				X	
Seeing close work (e.g., typed print)				X	
Distinguishing colors				X	
Hearing conversations or sounds					X
Hearing via radio or telephone		X			
Communicating through speech					X

	NA	NE	O	F	C
Communicating by writing/reading				X	
Distinguishing odors by smell				X	
Distinguishing tastes				X	
Exposure to wild/dangerous animals	X				
Exposure to insect bites or stings	X				
Work/travel in boat/small aircraft	X				
Exposure to aggressive/angry people			X		
Restraining/grappling with people	X				
Other:					
Other:					

Items checked above must be consistent with tasks listed.

I have read and understand the physical requirements and potential hazards of this position and am able to perform the physical requirements as stated above with or without reasonable accommodation.

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Employee Signature

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Date