



**GROUNDSWELL**  
*cafe*

## **CULTIVATE HOPE TEAM MEMBER- LINE COOK**

### **ORGANIZATION OVERVIEW**

Matthew 25 is a vibrant, growing non-profit organization. Our mission is to improve the health of people and neighborhoods by investing in quality affordable housing, healthy food, educational opportunities, and community building. Our Groundswell Cafe is a pay-it-forward café, providing healthy meals to all, regardless of their ability to pay.

Matthew 25 is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

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To perform this job successfully, an individual must be able to perform each responsibility satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability to be successful.

### **ESSENTIAL DUTIES/RESPONSIBILITIES** (include but are not limited to the following)

- Experience preparing and cooking simple, nutritious meals from scratch, including soups, sandwiches, entrees, sauces, dressings and baked goods.
- Interaction with cafe customers, serving and clearing tables and working the counter as well as the line.
- Maintain a clean and organized workspace, experience using, keeping clean and maintaining standard commercial kitchen equipment.
- Assist and take direction from the Cafe Manager
- Maintain Linn County Public Health food safety standards and regulations (and possess a current ServSafe basic food handling certificate).
- Recommend process improvements for increased efficiencies.
- Display and promote company values.
- Regular attendance.
- Other duties as assigned.

### **SKILLS AND ABILITIES** (include but are not limited to the following)

- Caring about economically challenged people and neighborhoods.
- Desire and drive for your work to contribute to an inclusive and sustainable society.
- Commitment to the organization's mission.
- Strong written and verbal communication skills with prevalent professional demeanor.
- High ethical standards.
- Ability to work in a fast paced, rapidly changing, and regulated environment.
- Detail oriented and cares deeply about quality or product and experience.

- Ability to identify problems when they arise and resolve and/or notify appropriate personnel for support.
- Proficient knife skills
- Team player.
- Ability to communicate in American Sign Language (ASL) is a plus.
- Good understanding of weights and measures.

**EDUCATION AND/OR EXPERIENCE** (include but are not limited to the following)

- Minimum of 3 years Food preparation experience required
- Current ServSafe certification
- Clean and current Iowa drivers license preferred

**PHYSICAL REQUIREMENTS/ WORKING ENVIRONMENT**

Work environment characteristics described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sit an average of less than 1 hour per day
- Stand an average of 3-4 hours per day
- Walk an average of 6-7 hours per day
- Required Movements:
  - Bend/Stoop – Occasionally (1-4 times per hour)
  - Reach above shoulder level – Occasionally (1-4 times per hour)
  - Pushing – Occasionally (1-4 times per hour)
- Weight Carried:
  - Up to 10 lbs – Frequently (5-24 times per hour)
  - 11-30 lbs – Occasionally (1-4 times per hour)
- Weight Lifted:
  - Up to 10 lbs – Frequently (5-24 times per hour)
  - 11-30 lbs – Frequently (5-24 times per hour)
- Hands Used for Repetitive Action:
  - Simple/light grasping (both hands) – Occasionally (1-4 times per hour)
  - Firm/strong grasping (both hands) – Frequently 5-24 times per hour)
  - Fine dexterity (both hands) – Frequently (5-24 times per hour)
- Job requires being around equipment commonly found in a kitchen. Safe practices required.

**BENEFITS**

Benefits include PTO, Health Insurance, Simple IRA match, Short-Term Disability, and paid holidays. Access to Dental Insurance, Vision Insurance, FSA and HSA is also available