



Restaurant PM Shift Lead

Job Description

We are looking for a highly motivated person with kitchen experience, and who is interested in helping manage the daily food prep in support of the restaurant operations and special events, as well as play a key role in training, coaching, and supporting the members of our upcoming Fellowship cohort that will be starting in Spring of 2024. Our ideal candidate is someone who takes initiatives and is comfortable holding the responsibility of making sure everyone and everything is running smoothly and expectations are set on the restaurant floor. This PM Shift Lead position will report to the Restaurant Manager.

Position Status: 40 hours/week, Hourly

Restaurant operations are Tuesday - Sunday 11:00 AM - 8:00 PM

All Square is Seeking a PM Restaurant Shift Lead to Join our Growing Team

- The PM Restaurant shift lead will be a key leadership role in our craft grilled cheese restaurant and provide stability on the restaurant floor on a day-to-day basis. As part of the permanent restaurant crew, the PM Shift Lead will provide a consistent presence to each restaurant shift as well as guidance to the other restaurant crew and All Square fellows on the floor. The PM Shift Lead will also serve as a primary support position for the Restaurant Manager (and Food Truck Manager as needed).

Who We Are

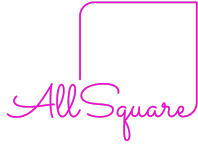
- All Square is a nonprofit social enterprise that invests in those impacted by mass incarceration. Our mission is to heal the harms created by the criminal legal system.
- We believe that all individuals deserve to be judged on their merit and not their mistakes. Additionally, we believe that meaningful reparations for communities who have been disproportionately impacted by the criminal justice system are of the utmost importance.

What We Do

- We deploy innovative interventions to do our part in transforming the harms created by the criminal legal system. We carry out our work through our four core pillars: our Fellowship Program, our craft grilled cheese Restaurant and Food Truck, our Prison to Law Pipeline program and our Law Firm (collectively known as “The Legal Revolution”). We also have a Dream Lab where we hold organizational events as well as open up to the community for various events and gatherings.

What You’ll Do

- Restaurant Operations
 - o Prepping all food needs
 - o Set up and stocking all stations with necessary supplies
 - o Track & Stock Inventory
 - o Clean stations and take care of leftover food
 - o Maintain organization and cleanliness in storage and prep areas
 - o Comply with food safety and sanitizing standards and regulations



- o Assuring daily check lists are completed and done accurately
- Oversight of Money
 - o Cash handling
 - o Disbursement of tips and counting till 1-2x daily
- Leadership and Floor Oversight
 - o Communicate with Restaurant & Food Truck Director, as well as Restaurant Manager on all issues and/or concerns
 - o Teach, grow, and train staff throughout shifts by modeling consistent employment and on-the-floor tasks
 - o Closing down Restaurant at the end of each PM shift
 - o Attend monthly all-organization meetings (*as able given PM nature of this role*)
- Collaborate as an active member of the All Square leadership team.
- Contribute to a positive and professional work environment that values diversity, respect, and constructive interaction resulting in shared commitment to our mission of healing the harms created by mass incarceration.
- Manage and uphold other responsibilities, as assigned.

Desired Qualifications:

- Experience
 - o Proven experience working in restaurants, including prep and line work
 - o Understanding of various cooking methods, ingredients, equipment and procedures
 - o Background in training and coaching others (Preferred)
 - o ServSafe Certification (Preferred; *All Square will support your pursuit of this certification, if needed*)
 - o Comes from a personally justice-impacted background (Preferred)
 - o Minimum of a high school diploma or equivalent (Preferred)
- Physical Demands
 - o Must be able to lift 50 pounds and climb stairs
 - o Long periods of standing on hard surfaces
 - o Occasional warm environment and exposure to hot equipment and oil
- Leadership Skills
 - o Willingness to work in a fast paced environment and ability to stay cool while under pressure
 - o Willingness to perform a variety of tasks and willingness to learn new skills
 - o Demonstrated attention to detail and organizational skills
 - o Demonstrated ability to be on time and follow attendance guidelines
 - o Demonstrated ability to be self-motivated; particularly through designing and implementing positive restaurant improvement measures
 - o Demonstrated ability to create a positive work environment, particularly through personal leadership style



- o Demonstrated mastery of workflow management amongst staff, especially during weekend rushes
- o Demonstrated ability to engage in on-floor and off-floor conflict resolution
- **Soft-Skills**
 - o Demonstrated ability to interact positively with customers, sensing and responding to needs without having to be asked first
 - o Desire to support the success of justice impacted individuals and restaurant staff/fellows
 - o Demonstrated ability to communicate with fellow shift leads and managers and achieve larger goals as a team
 - o Strong communication with excellent interpersonal skills
 - o Commitment to supporting structured environment and maintaining high performance standards

Compensation

Starting hourly wage at \$20.40 + tips with significant growth opportunity as the organization expands. Dental, vision, and 401k (with 3% employer match). All staff are also offered free, bi-weekly access to individual and family therapy for 1-hour. Staff also receive three week-long, paid wellness breaks per year.

Please submit your resume (and optional cover letter):

By Email - Send to HR@allsquarempis.com with subject line "Restaurant PM Shift Lead Application - First Name, Last Name"

In Person - Drop off your application materials at All Square Restaurant/Headquarters, 4047 Minnehaha Avenue, Minneapolis, MN 55406

By Mail - Mail to

All Square
ATTN: Human Resources
4047 Minnehaha Avenue, Minneapolis, MN 55406

All Square is an Equal Opportunity Employer