



Position: Baristas

Overview:

Cam's Coffee Co. invites talented individuals of all abilities to join us as Baristas. If you have a passion for crafting exceptional coffee beverages and providing top-notch customer service, we welcome your unique skills to enrich our coffee shop family. As a Barista, you'll be at the forefront of creating delightful experiences for our customers, and we are committed to fostering an inclusive environment where everyone can thrive.

Responsibilities:

- **Coffee Crafting:** Prepare and serve a variety of coffee beverages with precision and care.
- **Customer Interaction:** Engage with customers, take orders, and ensure an inviting and friendly atmosphere.
- **Product Knowledge:** Become an expert on our coffee offerings, guiding customers in making choices that suit their preferences.
- **Operational Excellence:** Maintain cleanliness, uphold quality standards, and contribute to the overall efficiency of the coffee shop.
- **Team Collaboration:** Work collaboratively with other baristas and team members to ensure a smooth and enjoyable customer experience.

Qualifications:

- Previous experience as a barista or in a similar role is a plus.
- Passion for coffee and a desire to create exceptional beverages.
- Strong customer service and communication skills.
- Ability to work in a fast-paced environment.

Benefits:

- Competitive hourly wage.
- Opportunities for professional growth within the company.
- Inclusive and supportive work environment.
- Discounts on coffee and other products.

Cam's Coffee Co. is an equal opportunity employer, committed to fostering an inclusive workplace for all.



Position: Shift Lead

Overview:

Step into a leadership role with heart at Cam's Coffee Co. We actively encourage applications from individuals of all abilities, understanding that diversity is the cornerstone of our success. As a Shift Lead, you'll be a driving force in the success of our daily operations, contributing to an inclusive work environment, and ensuring a memorable and accessible experience for all our customers."

Responsibilities:

- **Leadership Excellence:** Lead by example, fostering a positive work environment, and motivating the team to deliver top-notch customer service.
- **Customer Satisfaction:** Engage with customers, addressing their needs, and ensuring a delightful coffee shop experience.
- **Operational Efficiency:** Support in daily tasks, including opening and closing procedures, inventory management, and maintaining cleanliness standards.
- **Team Training:** Assist in training new team members, sharing knowledge about our products, and ensuring consistent service quality.
- **Problem-Solving:** Address customer and team issues promptly, maintaining a solution-oriented and positive attitude.
- **Collaborative Spirit:** Work closely with the Assistant Coffee Shop Manager and other team members to achieve shared goals and uphold the brand's values.

Qualifications:

- Previous experience in a leadership role within the coffee or hospitality industry.
- Strong leadership, interpersonal, and communication skills.
- Genuine passion for delivering exceptional customer service.
- Knowledge of coffee brewing techniques and products.
- Ability to multitask and thrive in a fast-paced environment.

Benefits:

- Competitive salary.
- Opportunities for career growth and advancement.
- Inclusive and supportive work environment.
- Discounts on coffee and other products.



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Position: Team Members

Overview:

At Cam's Coffee Co., we're building a diverse and inclusive team of passionate individuals to join us as Team Members. Whether you bring a love for crafting exceptional coffee or a commitment to outstanding customer service, we encourage applicants of all abilities to contribute to our vibrant coffee shop atmosphere. As a Team Member, you'll be an essential part of our inclusive community, ensuring that everyone feels welcome and valued.

Responsibilities:

- **Customer Service Excellence:** Engage with customers, take orders, and ensure a friendly and welcoming experience.
- **Product Knowledge:** Become familiar with our coffee offerings, assist customers in making choices, and provide information about our products.
- **Operational Support:** Contribute to daily tasks, including preparing and serving coffee, maintaining cleanliness, and restocking supplies.
- **Team Collaboration:** Work collaboratively with fellow team members to ensure smooth operations and a positive work environment.
- **Customer Satisfaction:** Address customer inquiries and concerns, ensuring a high level of customer satisfaction.

Qualifications:

- Enthusiastic and positive attitude.
- Excellent customer service and communication skills.
- Ability to work in a fast-paced environment.
- Interest in learning about coffee brewing techniques and products.
- Flexibility to handle various tasks and responsibilities.

Benefits:

- Competitive hourly wage.
- Opportunities for professional growth within the company.
- Inclusive and supportive work environment.
- Discounts on coffee and other products.

Workplace Policies and Agreements:

- **Confidentiality Awareness:** While Team Members may not have access to highly sensitive information, we still expect a commitment to respecting customer and business confidentiality.
- **Non-compete Understanding:** To ensure fair business practices, Team Members are expected to adhere to a non-compete policy, restricting engagement in similar businesses within a specific geographic area for a designated period after employment termination.
- **Conflict of Interest Policy:** Team Members are encouraged to act in the company's best interests, disclosing any situations that may create a conflict between personal interests and the company's interests.



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Position: Training & Support Team Member

Overview:

In the heart of the Operations Team at Cam's Coffee Co., the Training & Support Team Member is a key advocate for inclusive and best-in-class operations across all Cam's Coffee Co. locations. Embracing diversity, this role involves providing unwavering support to Managers, team members, leading training sessions with a focus on accessibility, and actively contributing to system-wide continuous improvement initiatives, ensuring that everyone, regardless of ability, can thrive in our coffee shop community.

Responsibilities:

- Lead comprehensive training sessions for new hires, including Managers, Shift Leaders, Baristas, and Team Members, ensuring a universally accessible and exceptional standard of service.
- Provide ongoing support to Managers and team members, offering expertise and guidance for optimal performance while fostering a culture of inclusivity that values diverse abilities.
- Collaborate with management to develop and refine training materials, ensuring alignment with the company's commitment to excellence and accessibility for all.
- Actively contribute to system-wide continuous improvement initiatives and projects when not engaged in training activities.
- Assist in fostering a culture of continuous learning, ensuring all team members, including those with diverse abilities, are equipped to excel in their roles.

Qualifications:

- Previous experience in a training or support role within the coffee shop or hospitality industry.
- Strong leadership skills with the ability to guide and mentor team members at various levels.
- Excellent communication and interpersonal skills, adaptable to diverse learning styles and abilities.
- Passion for creating an inclusive and empowering work environment that embraces and celebrates diversity.
- Flexibility to travel and support multiple coffee shop locations

Benefits:

- Competitive salary within the industry.
- Opportunities for career advancement in a dynamic and growing company.
- Discounts on coffee and other products.
- Engage in a collaborative work environment that values your role in shaping the success of our diverse and inclusive coffee shop community.



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Position: Assistant Coffee Shop Manager

Overview:

Cam's Coffee Co. is actively seeking a skilled and adaptable Assistant Coffee Shop Manager to join our vibrant team. We welcome applicants with diverse abilities and believe in creating an inclusive workplace where everyone's unique strengths contribute to our success. The ideal candidate will play a pivotal role in supporting the day-to-day operations of our coffee shop, fostering a positive work environment that values and accommodates diverse abilities, and ensuring an exceptional and accessible customer experience for all.

Responsibilities:

- **Team Leadership:** Assist in leading and motivating a diverse team of baristas and staff to deliver outstanding customer service.
- **Operational Excellence:** Contribute to the smooth operation of the coffee shop by overseeing daily tasks, ensuring cleanliness, and maintaining high-quality standards.
- **Customer Engagement:** Interact with customers to ensure a welcoming atmosphere, address inquiries, and gather feedback to enhance the overall customer experience.
- **Inventory Management:** Assist in managing inventory levels, placing orders, and monitoring stock to avoid shortages.
- **Training and Development:** Support in training new hires, provide ongoing coaching, and contribute to the professional development of the team.
- **Problem Resolution:** Address and resolve customer and staff issues promptly, maintaining a positive and solution-oriented approach.
- **Collaboration:** Work closely with the Coffee Shop Manager and other team members to achieve business goals and uphold the brand's values.

Qualifications:

- Previous experience in a supervisory or assistant management role within the coffee or hospitality industry.
- Strong leadership and interpersonal skills.
- Exceptional customer service orientation.
- Knowledge of coffee brewing techniques and a passion for quality coffee.
- Excellent organizational and multitasking abilities.
- Flexibility to work in a fast-paced environment.

Benefits:

- Competitive salary.
- Opportunities for career growth and advancement.
- Inclusive and supportive work environment.
- Discounts on coffee and other products.



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Benefits:

- Competitive salary.
- Opportunities for career growth and advancement.
- Inclusive and supportive work environment.
- Discounts on coffee and other products.

Workplace Policies and Agreements:

- **Confidentiality Agreement:** As an Assistant Coffee Shop Manager, you will be privy to certain business information. You will be required to sign a confidentiality agreement to ensure the protection of sensitive data related to the company's operations.
- **Non-compete Agreement:** To maintain a fair business environment, you will be asked to sign a non-compete agreement, outlining restrictions on engaging in similar businesses within a specific geographic area for a designated period after the termination of employment.
- **Conflict of Interest Policy:** We expect our employees to act in the best interests of Cam's Coffee Co. You will be required to adhere to our conflict of interest policy, disclosing any situations that may create a conflict between personal interests and the interests of the company.



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