

Tall John's, a neighborhood tavern opening in October 2022, is hiring Bartenders. This is a full-time, hourly position with comprehensive benefits (medical, life, paid time off, staff meal, discounts). Tall John's is located in the Montford neighborhood in Asheville, NC.

The Bartender reports directly to the Assistant Manager (AM) and General Manager (GM).

JOB OVERVIEW

The Bartender is kind, genuine, and composed. They are an effective and efficient communicator and a consistent, knowledgeable member of the service team. They uphold standards of service and advance the goals set forth by the management team. The Bartender has a passion for honest beverages, pays attention to the details, has a strong ethic for work, and is eager to learn and grow as an employee at Tall John's.

PRIMARY RESPONSIBILITIES

- Model and encourage best practices: earnestness, kindness, dedication, thoroughness, efficiency, humility, enthusiasm, curiosity, proficiency.
- Communicate clearly, earnestly, and appropriately.
- Create and maintain a welcoming and warm environment for every guest, always.
- Uphold the specific policies and standards as established by the management team.
- Understand and anticipate the needs of guests, kindly and confidently accommodating those needs.
- Work with a sense of composed urgency.
- Maintain a working knowledge of the menu, the restaurant, preparation methods, etc. Exhibit curiosity and openness with regards to growing this knowledge.
- Understand that all guests fall under the collective purview of the service team, and that "your" individual guests are no more or less important than others.
- Adhere to policies regarding responsible alcohol service.
- Maintain efficient and correct handling of sales transactions.
- With minimal assistance, set up, work, and break down the bar.
- Maintain clean, efficient, organized mise en place behind the bar and contribute towards overall cleanliness, efficiency, and organization at the bar.
- Operate, maintain, and properly clean facilities, tools, and equipment.
- Keep team and direct supervisor promptly and thoroughly informed of problems, stock issues, matters of significance, etc.
- Adhere to all policies and standards regarding safety and sanitation, as established by the management team.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Must be able to move and/or handle equipment, product, etc. weighing up to 30 pounds.
- Must be able to stand for up to 8 hours a shift.

SCHEDULE

32-40 hours per week. Generally 4-5 days per week.

EVALUATION

- Quarterly check-in with Assistant Manager.
- Annual performance and salary review with AM and GM.
- Feedback from team members, AM, GM, Executive Chef.

COMPENSATION

- \$6+ hourly rate + tips.
- Annual salary reviews with opportunities for discretionary bonuses

BENEFITS

- Comprehensive Medical Benefits, including enrollment in Direct Primary Care (through Integrative Family Medicine here in Asheville), Medical Cost Sharing (through Sedera), Dental, and Vision. Mental health care is a work in progress. Available after 60 days of employment.
- Life insurance. Available after 60 days of employment.
- PTO. Available after 60 days of employment.
- Daily staff meal.
- Discounts on food and merchandise.