



**GROUNDSWELL**  
*cafe*

## **GROUNDSWELL TEAM MEMBER**

### **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)

- Take orders, keep the cafe looking organized, run food, clear tables and meet the needs of the Café, meeting and exceeding the diner's expectations in quality, and timing of meals.
- Maintain a clean and organized kitchen and dining room.
- Provide excellent customer service, making visitors feel welcome and encourage repeat business, building relationships with our guests in the café.
- Ability to use the cash register (Square)
- Willingness to help with cleaning and dishwashing and other side work.
- Maintain Linn County Public Health food safety standards and regulations.
- 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.
- Strong customer service skills
- Ability to identify problems when they arise and resolve and/or notify appropriate personnel for support.

- Team player.
- Cash handling ability .

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

- Education in culinary arts and/or previous experience in a relatable field preferred
- Food preparation experience 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.