



WORKER APPLICATION

You're applying to a different type of work place.

The Scorchers is a worker-owned and -operated cooperative. We sustain our mission and culture by:

- Providing ourselves with a living wage and benefits: Workers earn an average of \$15.00 per hour, paid leave is accrued after three months of employment, scheduling is flexible and worker-focused, one staff meal and drink per shift, 25 percent employee discount, one fresh loaf of bread per week, and access to wholesale ordering.
- Creating organic, handcrafted goods: We strive to source local or regionally-available ingredients that are sustainably grown or raised to produce our pastries, bread, café food, and coffee. We'd like to begin growing more of our own!
- Serving ourselves by serving others: We foster kinship among workers, our customers, and with our community. We have made a commitment to donating our excess to the tables of those in need; supporting our local schools, farmers, and nonprofit organizations; and offering cultural and educational events to bring people together throughout the year.
- Committing to collaboration in our communication, work, and conflict management: The kin work involved in consensus-based decision making and management requires a commitment to communication and trust-building within the work community. What does this look like? Proactively seeking feedback before and after shifts, working – not only efficiently, but – mindfully, being a reliable person, reciprocating good will, giving direct feedback early and often, listening to seek understanding – especially in conflict, and avoiding victim mentality by being both vulnerable and accountable.

Successful applicants have not only an aptitude for baking, cooking or barista work, but an interest in being an active part of a democratic workplace. We believe that applying our efforts to this kin work will improve our lives and ripple outward into our relationships, families, and community. We expect each worker to practice, uphold, and champion our mission. Please continue to complete our application if you feel like the Scorchers is the place you've been looking for.

<p>Please print clearly in blue or black ink, answering the interview questions to the best of your ability. Applications will be kept confidential.</p>			
Application Date		Full Name	
Street Address			
City		State	Zip Code
Phone		Email	
Referral Source		Name of Source	



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Professional References			
Name	Occupation	Months/Years Known	Phone
Name	Occupation	Months/Years Known	Phone
Personal References			
Name	Occupation	Months/Years Known	Phone
Name	Occupation	Months/Years Known	Phone

Education				
High School Name	City, State, Zip Code	No. Years Completed	Degree or Major	Completed? <input type="radio"/> Yes <input type="radio"/> No
College Name	City, State	No. Years Completed	Degree or Major	Completed? <input type="radio"/> Yes <input type="radio"/> No
Graduate School Name	City, State	No. Years Completed	Degree or Major	Completed? <input type="radio"/> Yes <input type="radio"/> No
Other Name	City, State	No. Years Completed	Degree or Major	Completed? <input type="radio"/> Yes <input type="radio"/> No

Volunteer Experience			
Organization Name	City, State, Zip Code	Months/Years Completed	Duties and Experience
Organization Name	City, State, Zip Code	Months/Years Completed	Duties and Experience

Additional Qualifications or Experiences
Please list other experiences, skills or qualifications, including hobbies:



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Work Preferences							
What date will you be available?		What status do you seek?					
		<input type="radio"/> Full-time		<input type="radio"/> Part-time		<input type="radio"/> Temporary until _____	
When are you available to work? Our earliest shifts begin at 4 AM and our latest shifts begin at 6 PM.							
Day	Mon	Tue	Wed	Thur	Fri	Sat	Sun
AM							
PM							
What is your salary requirement?		Is there a department within the bakery that you're primarily interested in? Why?					
Do you have commitments that might affect your employment with us? If yes, please explain.							

Additional Information	
Are you eligible for employment in the United States?	<input type="radio"/> YES <input type="radio"/> NO
Have you ever been convicted, pled no contest, or pled guilty to a crime?	<input type="radio"/> YES <input type="radio"/> NO
<p style="text-align: center;">If you have been convicted, pled no contest, or pled guilty to a crime, list the date(s) of the conviction(s) and any facts and circumstances surrounding the conviction(s) below. Attach an additional piece of paper with details if necessary.</p> <p>Date _____ Place _____ Nature _____</p> <p style="text-align: center;"><i>Being convicted does not automatically exclude you from consideration for employment. If you meet the job requirements you will be given an opportunity to explain the circumstances.</i></p>	
If you are convicted, plead no contest or plead guilty to a felony or misdemeanor during the course of your employment, do you agree to notify us?	<input type="radio"/> YES <input type="radio"/> NO

Most Recent Employment			
Employer	Job Title		
Address	Job Duties		
Phone			Email
Supervisor			
May we contact this employer? <input type="radio"/> YES <input type="radio"/> NO			
Employed From	Employed To	Reason for Leaving	
Beginning Salary	Ending Salary		



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Employment History		
Employer		Job Title
Address		Job Duties
Phone	Email	
Supervisor		
May we contact this employer? <input type="radio"/> YES <input type="radio"/> NO		
Employed From	Employed To	
Beginning Salary	Ending Salary	Reason for Leaving
Employer		Job Title
Address		Job Duties
Phone	Email	
Supervisor		
May we contact this employer? <input type="radio"/> YES <input type="radio"/> NO		
Employed From	Employed To	
Beginning Salary	Ending Salary	Reason for Leaving
Employer		Job Title
Address		Job Duties
Phone	Email	
Supervisor		
May we contact this employer? <input type="radio"/> YES <input type="radio"/> NO		
Employed From	Employed To	
Beginning Salary	Ending Salary	Reason for Leaving
Employer		Job Title
Address		Job Duties
Phone	Email	
Supervisor		
May we contact this employer? <input type="radio"/> YES <input type="radio"/> NO		
Employed From	Employed To	
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Questionnaire

What are your goals and aspirations? What experience or knowledge do you hope to gain from working with us to help achieve those goals?

Describe a time you made a mistake at work. How did you acknowledge and fix the mistake?

How do you know when you're doing a good job?

Tell me about a time you had to work with a colleague you didn't get along with.

How do you encourage others to openly discuss matters with you?

Describe a time you were treated rudely by a customer. How did you respond? How did they respond?

If you've been a guest at the Blue Scorchers, describe what you enjoyed most about the experience.