



Now Hiring Café Program Leads

Full-Time · Year-Round · Espresso, Food & Counter Service

\$22 – \$24 / HR BASED ON EXPERIENCE

THE OPPORTUNITY

Build a Café Program Worth Being Proud Of

Fox & Birdie Café is hiring two Program Leads — one with a primary focus on espresso and coffee, and one with a primary focus on food, smoothies, and fresh programs. Together, you'll own the quality, systems, and creative direction of a café that's being built to stand out.

This is for career-minded professionals who want to grow a program, not people looking for a stopover. The right candidates care deeply about their craft, take pride in training others, and want to help shape something from the ground up. Pastry, bread, and farm-to-table experience will be put to real use as the café evolves.

IMPORTANT

Two Leads, One Team

Due to seasonal staffing and volume shifts, there are days when one person runs the full day shift. Both Program Leads must be willing and able to master both sides of the café — espresso beverages and quick, fresh food execution. Each Lead will own the design, training, and quality standards for their primary side, while being fully capable on the other when needed.

The Café Manager approves program changes, coordinates daily operations, and keeps everything cohesive.

THE ROLES

What You'll Own

- ◆ Coffee Lead: Be obsessed with espresso quality — dial in daily, troubleshoot extraction, maintain bar standards, and train the team on fundamentals, milk steaming, speed, and consistency.
- ◆ Coffee Lead: Create seasonal beverage features that are creative, efficient, and repeatable in a real service environment.
- ◆ Food & Fresh Lead: Execute fast, fresh café food consistently during peak volume — smoothies, juices, breakfast sandwiches, waffles, and counter-service items.
- ◆ Food & Fresh Lead: Lead weekly prep systems and quality standards. Bring pastry and bread experience to elevate baked items and daily offerings.
- ◆ Both: Create seasonal specials that are creative, efficient, and repeatable in counter-service flow.
- ◆ Both: Train and coach the team on your primary side while confidently covering the other during solo or lean-staff shifts.
- ◆ Both: Communicate clearly, stay organized, and keep service moving with a calm, team-first attitude.

SKILLS

What We're Looking For

MUST-HAVE

- ◆ 2+ years relevant experience — barista/espresso (Coffee Lead) or kitchen/café/high-volume prep (Food & Fresh Lead)
- ◆ Proven ability to lead, train, and hold standards on your primary side
- ◆ Ability to execute on the other side of the café consistently during service
- ◆ Able to stand for 8+ hours and lift/carry 40+ lbs. regularly
- ◆ Fluent English — read, write & speak
- ◆ Professionalism and a positive attitude under pressure

NICE-TO-HAVE

- ◆ Latte art proficiency or beverage menu development
- ◆ Pastry and bread production experience
- ◆ Smoothie / juice bar or breakfast line experience
- ◆ Grinder/espresso machine maintenance experience
- ◆ Bar workflow or prep system design experience
- ◆ ServSafe / Food Handlers Certification
- ◆ Seasonal sourcing or farm-to-table experience
- ◆ Management experience

THE CRAFT

A Program Built Around Quality

This is a standards-driven café. You'll be working across:

- ESPRESSO
- MILK STEAMING
- EXTRACTION
- LATTE ART
- SMOOTHIES
- FRESH JUICES
- BREAKFAST
- WAFFLES
- PASTRY & BREAD
- FARM-TO-TABLE
- SEASONAL MENUS
- PREP SYSTEMS
- TEAM TRAINING

THE DETAILS

What You Can Expect

STARTING PAY

\$22 – \$24 / Hour

Based on experience

ADDITIONAL EARNINGS

Cash Tips

Cash tips only

AVAILABILITY

Full-Time

Year-round, in person

HEALTH BENEFITS

Medical, Dental & Vision

Full-time employees

OTHER PERKS

Employee Discount

Club privileges included

OTHER PERKS

PTO & Employee Discount

Paid training included



Step Up & Join Us

This is a standards-driven café that takes both espresso and fresh food seriously. The right candidates elevate their craft, train the team, and step confidently into whatever the shift demands. If you want to build something — not just clock in — we want to hear from you.

Apply on Indeed or fill out the employment interest form at falmouthcc.org. Please do not contact the café directly or visit the club to apply.