

To be considered for this position you must be fully vaccinated or willing to receive COVID-19 vaccination by date of hire. Proof of vaccination is required.

Job Description

Title: Barista

This position will serve both The Avenue Foundation and The Avenue Coffeehouse & Café.

The Avenue Foundation (TAF), named to pay homage to the rich history and culture of Indiana Avenue, was founded to build racial and economic equity, and empower the Black community in Central Indiana to create generational wealth. The Avenue Coffeehouse & Café is a subsidiary of The Avenue Foundation. The café is a community gathering space committed to inspiring social change and transforming lives and community through food, art, music and culture.

As an employee of The Avenue, you are driven by a deep sense of purpose. You are aspirational and you take action to make a positive difference every day, while inspiring others to do the same. You bring a fresh perspective, positive attitude, entrepreneurial spirit, and thrive in environments that foster meaningful and lasting change.

This is a part-time position that requires the selected individual(s) to work in the coffeehouse. This is NOT a remote position.

Baristas perform a variety of duties, such as:

- Greets customers, take orders, create and serve hot and cold beverages such as coffee, espressos, cappuccinos, lattes, teas, blend drinks, etc. while considering customer specifications.
- Works to maintain good customer relations and speedy delivery of all beverages and food items.
- Arranges coffee bar supplies and cups/mugs to make attractive displays.
- Maintains coffee bar area in a neat and sanitary manner.
- Often cleans coffee machines, café areas, kitchen, restrooms, and prep areas.
- Other duties as assigned

Qualifications:

- Previous experience preferred
- High school diploma/equivalency required
- Must be able to exercise discretion and maintain confidentiality in carrying out daily responsibilities
- Maintains strong attention to detail and problem-solving skills
- Excellent written and verbal communication skills. Ability and desire to build relationships
- Exhibits strong interpersonal skills in a variety of contexts and maintains the utmost confidentiality
- Demonstrates the ability to adapt to a changing environment
- Entrepreneurial mentality with experience in a community focused environment
- Willingness to be open to learning and growing
- Strong commitment to community development, racial equity, LGBTQ+ and restorative justice.
- Understanding of power, privilege and systems of oppression.

To be considered for this position you must be fully vaccinated or willing to receive COVID-19 vaccination by date of hire. Proof of vaccination is required.

Physical Requirements:

- Ability to work in a standing position for long periods of time (up to 8 hours).
- Ability to reach, bend, stoop, push and/or pull, and frequently lift up to 40 pounds.

Employment Type: Part-time (Non-Exempt)

- Minimum Weekly Hours: Up to 20

Location: Indianapolis, IN (46220)

Salary: \$16 per hour

Schedule: Your availability must be flexible. Varying schedule to include evenings, holidays, weekends and extended hours as business dictates.

Benefits offered: Medical insurance, dental insurance, vision insurance, paid holidays.

Reports to: Assistant Café Manager or/and CEO

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.

We are committed to creating a diverse and welcoming workplace that includes partners with diverse backgrounds and experiences. We believe that enables us to better meet our mission and values while serving customers throughout our communities. People of color, women, LGBTQIA+, veterans and persons with disabilities are encouraged to apply.

Qualified applicants with criminal histories will be considered for employment in a manner consistent with all federal state and local ordinances.