







# so you want to work at *Zingerman's*?





## 6 traits of a successful zcob staff member

1. Passion for great food and great service.
2. Enthusiastic and engaging personality.
3. Inspires self and others to work effectively as part of a team.
4. Self-motivated, hard working and results oriented.
5. Attention to detail and accuracy.
6. High level of interest in continuous learning.

## job openings as of august 4, 2010

  Sells full flavored, traditionally made food 422 Detroit St. Ann Arbor, MI 48104 <a href="http://www.zingermansdeli.com">www.zingermansdeli.com</a>	<b><u>Front of the House Runner/Busser – FT, Flexible Hours, Weekends</u></b> Delivers food to guests and regularly checks back with guests after delivery of food. Clears dishes from tables/dining areas. Directs guests to seating areas, washrooms, Deli. Makes brewed coffee. Passionate about great food/great service. Experience in customer service and/or food service/hospitality industry. <b><u>Retail Sales - FT, Hourly, Weekends and Holidays</u></b> Sells retail deli products, provides excellent customer service, creates/maintains displays, assists with stocking supplies, operates cash register, completes education on all retail products. Able to work a flexible schedule including weekends and holidays. <b><u>Line Cooks – FT, Day and Night Shifts, 2pm-10pm or 6am-2pm, Weekends</u></b> Prepares deli menu items to meet quality, portion and time standards, maintains line cleanliness/sanitation and gives great service to internal/external guests. Minimum of 2 years of food prep experience.
 Provides training and consulting services 415 Detroit St. Ann Arbor, MI 48104 <a href="http://www.zingtrain.com">www.zingtrain.com</a>	We currently do not have any openings at Zing Train.
 Bakes artisan bread and pastries, using exceptional ingredients 3711 Plaza Dr. Ann Arbor, MI 48108 <a href="http://www.zingermansbakehouse.com">www.zingermansbakehouse.com</a>	<b><u>Accounting Assistant – PT, M-W-F, 24 Hours/week</u></b> Works closely with Accountant to perform A/P, A/R, reconcile cash, customer credit references, reconcile bank statements, intercompany billings, bank deposits, and month-end activities. Must have 2 years of accounting experience. Associates Degree in Accounting and Peachtree experience preferred. <b><u>Bakeshop Retail Sales – FT, Weekends Required</u></b> Sells artisan breads and pastries. Effectively merchandises and markets our products. Willingness and ability to learn operational procedures including DOR, store opening/closing procedures, cash operations and inventory. Excellent customer service skills a must. Enthusiastic, high-energy and willing to go the extra mile!
 Makes and Sells Full-flavored, delicious candy bars 3711 Plaza Dr. Ann Arbor, MI 48108 <a href="http://www.zingermanscandy.com">www.zingermanscandy.com</a>	We currently do not have any openings at Zingerman's Candy Manufactory.
 Roasts and wholesales small batches of single estate coffee beans 3723 Plaza Drive #5 Ann Arbor, MI 48108 <a href="http://www.zingermanscoffee.com">www.zingermanscoffee.com</a>	We currently do not have any openings at Zingerman's Coffee Company.

For more information: visit a business, contact Human Resources (HR) at (734) 668-4662, or send a resume to [jobs@zingermans.com](mailto:jobs@zingermans.com) with the position title you are interested in the subject line. Our current job openings with job descriptions are also posted at [www.zingermanscommunity.com/jobs](http://www.zingermanscommunity.com/jobs)

 <p>Provides fresh cheese and gelato</p> <p>3723 Plaza Drive Ann Arbor, MI 48108 <a href="http://www.zingermanscreamery.com">www.zingermanscreamery.com</a></p>	<p>We currently do not have any openings at Zingerman's Creamery.</p>
 <p>Serves really good regional American food</p> <p>2501 Jackson Ave Ann Arbor, MI 48103 <a href="http://www.zingermansroadhouse.com">www.zingermansroadhouse.com</a></p>	<p><b><u>Front of House Floor Supervisor – PT, Days/Evenings, Weekends a must – Internal Candidate Preferred</u></b></p> <p>Assists front of the house Floor Manager with supervising front of the house staff and checkouts. Greets guests and speaks knowledgeably about all menu items. Able to prepare speciality beverages. Leads staff in cleaning/maintaining all front of the house areas. Strong interpersonal skills. Experience in high-end service environments.</p> <p><b><u>Sous Chef – FT, Flexible Schedule, Weekends required</u></b></p> <p>Prepares and cooks food in a high-volume, full-service kitchen. Provides leadership, generates energy &amp; enthusiasm and inspires co-workers to work effectively as a team. Forecasts sales and controls food/labor costs. Works efficiently under stressful conditions. Two years supervisory experience in the food industry. Holidays, weekends, evenings &amp; other "peak periods" are required.</p> <p><b><u>Breakfast Server – PT/FT, Early Mornings, weekends and holidays a must</u></b></p> <p>Provides excellent service to guests, assists guests in menu selection, delivers guests orders with high accuracy, prepares specialty beverages, cleans and maintains work area and dining room. Ability to stand, walk, bend and stoop for the duration of shift. 2 years experience required.</p>
 <p>Provides Marketing &amp; Graphics, Finance, HR and IT Services to the ZCoB</p> <p>3756 Plaza Drive Ann Arbor, MI 48108 <a href="http://www.zingermans.com">www.zingermans.com</a></p>	<p><b><u>HR Analyst – Temporary from Mid-August through Mid-January, FT hours, Hourly</u></b></p> <p>Coordinates recruiting efforts across ZCoB, processes unemployment claims, maintains HR Microsite, administers ZXI program, administers ESL program, HR compliance, administers Shoes for Crews program, performs other administrative duties, and assists HR department as needed. Excellent customer service and computer skills required. Minimum 3 years of HR experience, Associates or Bachelors Degree in HR, Business or related field.</p>
 <p>Sells Zingerman's food on the web, by phone or mail and ships Zingerman's food across the US</p> <p>620 Phoenix Drive Ann Arbor, MI 48108 <a href="http://www.zingermans.com">www.zingermans.com</a></p>	<p>We currently do not have any openings at Zingerman's Mail Order.</p>

### 6 steps to getting hired at zingerman's community of businesses (zcob)

1. Submit a completed application/resume to a manager in a business or HR
2. Standby for an invitation to interview
3. If invited, participate in an initial interview
4. If invited, participate in a second interview and provide references
5. If selected, work a trial shift (you will be paid for this time)
6. If offered, accept the job and schedule a start date!

*If you are not selected for an interview or to fill a specific position you have expressed interest in, your resume will remain on file for 90 days.*