

JOB TITLE: Dishwasher and Grab & Go
DEPARTMENT: Deli
SUPERVISOR: Deli Department Manager
FLSA STATUS: Non-Exempt
STATUS: Level 1.
PT/FT: Full-Time, 35-40 hours per week

PURPOSE

The Dishwasher and Grab & Go team member is dedicated to delivering exceptional customer service, promptly managing dishwashing duties, stocking kitchenware, crafting appetizing packaged goods, and ensuring appealing product displays. This role adheres to Co-op standards, emphasizing genuine customer service, maintaining department conditions, prioritizing safety, enhancing productivity, and upholding overall workplace conditions. The commitment to these standards aligns with the values of Three Rivers Market and its cooperative identity. As a cooperative center of sustainable commerce, Three Rivers Market strives to benefit its members by fostering a healthier environment, people and community.

VISION OF SUCCESS

- Our community has access to healthy food
- Our local economy is humane and strong
- Our natural world is respected, protected, and restored.
- Our people are happy

RESPONSIBILITIES

- Understand, support, and reinforce
 - *The cooperative principles and values*
 - *Three Rivers Market's End Goal and Visions of Success*
 - *Three Rivers Market's product standards*
 - *Three Rivers Market's customer service vision and standards*
 - *The history of cooperatives, including Three Rivers Market*
 - *Local, organic, and natural foods*
 - *Workplace positivity and accountability*
 - Understand the requirements of the job and perform duties and tasks consistently, efficiently, and effectively as directed by the supervisor of the job
 - Understand and adhere to organizational and departmental policies and procedures, achieving expected results for the department and the cooperative
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ESSENTIAL DUTIES

1. **Department Operations**
 - a. Respond to customers' requests and needs, following store and department guidelines for excellent customer service.
 - b. Scrape, rinse, and load dishes and utensils into dish machine
 - c. Wash and sanitize all pans, utensils, and dishes
 - d. Clean, sanitize, and maintain dish machine
 - e. Unload dishes and utensils from dish machine and organize them properly
 - f. Empty trash containers regularly
 - g. Maintain a clean work area and kitchen by sweeping and mopping as needed
 - h. Clean food prep stations and equipment
 - i. Alert department manager of equipment repair and replacement needs.
 - j. Assist in bussing duties as needed, keeping dining and patio areas cleared of dishes and stocked with supplies.
 - k. Assist with food preparation as needed.

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- l. Anticipate (on average) dishwashing 75% of the time and food prep for the remaining 25%; and to meet department needs.
- m. Use equipment safely and properly in accordance with training for specific equipment, and only use equipment you have been trained to use safely.

2. Merchandise

Food Preparation

- a. Complete Level 1 recipes.

Receiving and Stocking

- a. Receive deliveries and stock supplies.

Merchandising

- a. Pack, label, and stock Grab and Go items.

3. Other

- a. Attend staff and other meetings as necessary and/or requested.
- b. Perform other tasks as assigned.
- c. Assist in inventory counts, storewide cleaning, and other projects as needed.

QUALIFICATIONS

- Available to work early mornings and weekends.
- Outstanding customer service skills, including experience with diverse cultures and backgrounds.
- Familiarity with local, natural, and organic foods.
- Proven ability to handle multiple demands, work under time pressures, and meet deadlines.

COMPETENCIES

- **Customer Service** – Puts customers first, treats everyone encountered while working fairly, consistently, and respectfully, ensures efficient, informative, and friendly service, responds to calls for assistance with customer needs, protects customers from internal disagreements.
- **Communication** – Effectively communicates in English. Listens well and gets clarification, communicates respectfully, clearly, directly, and honestly with all others in the organization at all times, understands and uses positive problem solving methods, clearly presents information through the spoken or written word, edits work for spelling and grammar, presents numerical data effectively, reads and accurately interprets written information including all policies and procedures. Has a working phone that receives calls and/or text without delay.
- **Creativity and Initiative** - Generates new and feasible ideas for improving the department and the cooperative overall. Transforms ideas into productive business outcomes. Meets challenges with thoughtfulness, resourcefulness, and creativity. Deals effectively with ambiguity. Brings about great results from ordinary circumstances.
- **Decision Making** – Performs tasks according to department procedure. Exhibits judgment and a realistic understanding of issues. Reviews facts, weighs options, and uses reason, even when dealing with emotional topics. Applies an appropriate sense of urgency when making decisions. Performs basic mathematical procedures correctly.
- **Flexibility** – Remains open-minded and changes opinions on the basis of new information. Learns and adapts to new tasks, situations, and the varying needs of the cooperative quickly and cooperatively.
- **Planning/Organizing** – Prioritizes and plans work activities and uses time efficiently, managing transitions from task to task effectively. Stays productive and focused, maintains a neat work area, and demonstrates attention to detail, performing tasks accurately and efficiently.
- **Professionalism** – Works number of hours/week scheduled for and arrives on time and ready to work for scheduled shifts, meetings, and other tasks or appointments regularly and predictably. Accepts direction willingly. Approaches others in a tactful manner, exhibits calmness and accuracy under pressure, and treats others with respect and consideration regardless of their status or position. Maintains confidentiality and accountability for own actions. Understands technical

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requirements of job, applies technical knowledge consistently, and follows through on assigned tasks and commitments. Keeps emotions under control.

- **Stewardship** – Conserves and protects the assets and the overall success and sustainability of the co-op. Contributes to and supports improvements to the co-op's systems and standards.
- **Team Work** – Treats co-workers with consistency and fairness, in a style appropriate to a cooperative work environment. Gives and welcomes feedback and exhibits objectivity, neutrality, and calmness under pressure. Open to others' views. Keeps store, backroom, offices, and other work areas orderly and clean.

WORK ENVIRONMENT

- Fast paced work environment
- Business office with moderate to loud environment including but not limited to: Computers, printers, paging, telephones, human voices, equipment, and machinery
- Work near moving mechanical parts (i.e. store equipment, tools, etc.)
- Work in cold/hot climate areas (i.e. outdoors, walk in cooler, freezer)
- Ability to work in an environment with moderate to loud noises (i.e. equipment and machinery)
- Crowded work spaces. Computer sharing required
- Work in high precarious places (i.e. ladders, ladder work)
- Hand washing and wearing disposable gloves.
- Work with knives and other tools including plastic and metal.
- Work with various cleaning products.
- Handle meat, seafood, dairy, and other animal products as well as nuts, soy, corn, and other non-animal products.

ESSENTIAL PHYSICAL QUALIFICATIONS

- Unimpaired eyesight and hearing
- Standing, walking, bending, kneeling, squatting, stooping, twisting, sitting, and reaching with repetitive motions
- Using hands or fingers to handle or feel
- Use of sharp cutting instruments
- Ability to constantly lift, bend, stretch, and stand during entire shift
- Ability to lift and push up to 50 lbs.
- Ability to team lift and push up to and over 100 lbs.
- Ability to climb up and down step stools, stairs, ladders
- Ability to use feet and hands to operate machinery and company vehicle(s).
- Ability to work in hot, cold, and wet climates
- High level of maneuverability

IMPORTANT DISCLAIMER NOTICE

The job duties, elements, responsibilities, skills, functions, experience, educational factors, requirements, and conditions listed in this job description are representative only and not exhaustive of the tasks that the employee may be required to perform. The employer reserves the right to revise this job description at any time and require employees to perform other tasks as circumstances or conditions of its business, competitive considerations or a work environment change.