



70 South Street | Blue Hill, ME 04614 | bluehill.coop

---

## Café Manager—Job Posting

Full-Time | Hourly | \$25.00 – \$30.00 DOE

---

### ABOUT BLUE HILL CO-OP

Blue Hill Co-op has been rooted in the Blue Hill Peninsula since 1974, serving our community as a member-owned natural foods cooperative. We are proud to be part of one of the most vibrant local foods economies in Maine, partnering with hundreds of regional organic farmers and producers to bring exceptional food to our neighbors.

In August 2019 we opened a beautiful new storefront in the heart of Blue Hill — a space designed to reflect our values and deepen our connection to the community we serve. With annual sales now exceeding \$10 million and a dedicated team of roughly 80 staff, we continue to grow with purpose.

We believe the way food is grown, prepared, and shared matters. If that resonates with you, we'd love to hear from you.

---

### POSITION OVERVIEW

We are seeking an experienced and motivated Café Manager who shares our commitment to sustainable food, culinary craft, and community connection. This is a hands-on leadership role with full operational responsibility for our Café — including the kitchen, bakery, service counter, hot bar, and grab-and-go deli case.

The Café Manager provides both strategic direction and day-to-day management, building and leading a talented team while maintaining the high standards of food quality, customer experience, and financial performance that our community expects.

---

### KEY RESPONSIBILITIES

#### Operations & Food Quality

- Oversee all Café operations — kitchen production, bakery, hot bar, service counter, and grab-and-go deli case
- Maintain consistently high standards for food quality, presentation, freshness, and food safety compliance
- Develop and seasonally refresh menus that reflect local and organic sourcing and co-op values
- Ensure efficient kitchen workflow and readiness during all service windows

#### Team Leadership

- Recruit, hire, onboard, train, and develop a diverse and skilled Café team
  - Foster a positive, collaborative kitchen culture grounded in respect, accountability, and shared purpose
  - Conduct regular performance check-ins and provide ongoing coaching and mentorship
  - Schedule staff effectively to meet service demands while managing labor costs
-



70 South Street | Blue Hill, ME 04614 | bluehill.coop

---

### Financial Performance

- Own Café P&L: meet or exceed sales, food cost, margin, and labor targets
- Manage purchasing, inventory, and vendor relationships to minimize waste and optimize cost
- Analyze department financial data and develop action plans to address variances

### Customer & Community

- Model and inspire excellent, mission-aligned customer service across the team
- Respond to customer feedback constructively and use it to continuously improve the Café experience
- Represent the Café's values in the broader co-op community and at member events

---

## QUALIFICATIONS

### Required

- 3+ years of experience in food service management, including kitchen and team leadership
- Demonstrated ability to manage food costs, labor, and department P&L
- Strong culinary knowledge with commitment to quality, freshness, and local/organic sourcing
- Excellent communication, organizational, and interpersonal skills
- ServSafe certification (or willingness to obtain upon hire)

### Preferred

- Experience in a natural foods, co-op, or values-driven food retail environment
- Familiarity with local and regional food supply chains in Maine or New England
- Experience with POS and inventory management systems

---

## COMPENSATION & BENEFITS

**Wage:** \$25.00 – \$30.00 per hour, depending on experience

Blue Hill Co-op offers a competitive benefits package including member discount, paid time off, and a workplace where your values and your work are genuinely aligned.

---

## HOW TO APPLY

We welcome applications from candidates who are passionate about food, community, and cooperative values. To apply, please submit a cover letter and résumé describing your experience and what draws you to Blue Hill Co-op.

Applications may be submitted online at bluehill.coop, by email to [info@bluehill.coop](mailto:info@bluehill.coop), or in person at the co-op. We look forward to meeting you.

*Blue Hill Co-op is an equal opportunity employer and a member-owned cooperative.*