

# Mr. C's Ice Cream Emporium

## OUR HIRING REQUIREMENTS



We expect our team members to be courteous and friendly - every customer gets a smile and a welcome. We want our customers to feel great about their visit and our serving team is a huge part of making that happen. We expect you to treat everyone, especially your serving teammates, with professionalism and respect. We want you to have fun at work, but at the same time, we expect you to behave - we tolerate no horseplay and no harassment of any kind directed towards customers, other team members, or anyone else you come into contact with.

As much as we'd love to allow everyone the flexibility to work whenever is most convenient for them, the reality of our business is that most of our customer traffic occurs in the evenings and on the weekends, especially weekend nights. So those are the important times when we need you to be available to work so that our customers get the great service that they expect.

School responsibilities should come first, so we'll be as flexible as possible in scheduling shifts around your school or sports schedule. In return, we ask that you be flexible in understanding that if the weather is cold or rainy, we may need to cancel some shifts.

We have a limited number of shifts available during the afternoons, but we try to schedule no more than one or two afternoon shifts per person each week, so that everyone who wants to gets a fair chance to work these less hectic shifts. A job requirement is that you be available to work most weekends during the summer (within reason: one or two missed weekends during the summer are understandable)

Our minimum scheduling requirement is that (if 16 or older) you work one weekend closing shift, one other weekend shift (day or night), and at least one other shift any time during the week or weekend.

**I've read and understand these requirements, and I promise that I can commit to them:**

X \_\_\_\_\_

**ONE FINAL QUESTION:** Working in an ice cream shop looks like fun from the outside, but it's a lot of hard work. The customers can be demanding, it gets hot, there's a lot of pressure, you have to work when other kids are out having fun, and you have to be willing to pick up trash, clean utensils, bathrooms, floors, etc. Do you think you can handle it? Use the rest of this page to tell us why you think you will like it. (You don't have to write a long essay - just a few sentences to tell us why you feel you'll enjoy being part of our team - but we base a lot of our decision on how you answer this. Turn this page over if you have more to write.)

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