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## FACILITIES SUBSECTOR COLLECTIVE AGREEMENT BENCHMARK

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**Job Family:** Food Services

**Class Series:** Bakers

**Grid:** 22

**Class Title:** Baker III

### **I. Level Definition**

Positions at this level supervise Bakers and other designated staff and bake from basic ingredients a variety of food items such as bread, pastries, cakes and cookies.

### **II. Typical Duties**

- (1) Supervises Bakers and other designated staff by scheduling and co-ordinating work assignments, evaluating employee performance and determining related training and orientation requirements.
- (2) Develops and modifies recipes for baked food items according to nutritional and therapeutic diet needs of the facility.
- (3) Calculates ingredient quantities according to established quotas; plans preparation and baking schedule.
- (4) Prepares baked food items from basic ingredients by methods such as assembling, measuring and mixing ingredients, kneading, rolling and cutting; bakes and/or directs the baking of food items such as pastries, bread, cakes and cookies; tests baked items for palatability and temperature and adjusts accordingly.
- (5) Controls portioning of baked food items to ensure recipe yield meets assigned quantity quotas; evaluates baked food items being served to ensure established standards of quality and quantity are maintained.
- (6) Estimates food requirements according to nutritional and therapeutic diet needs; orders and receives supplies as required; resolves discrepancies with suppliers.
- (7) Performs other related duties as assigned.

### **III. Qualifications**

#### **(1) Education, Training and Experience**

Graduation from a recognized program in baking plus three years' recent, related experience including one year in a supervisory capacity or an equivalent combination of education, training and experience.

#### **(2) Skills and Abilities**

- (i) Ability to communicate effectively both verbally and in writing.
- (ii) Ability to deal with others effectively.
- (iii) Physical ability to carry out the duties of the position.
- (iv) Ability to organize work.
- (v) Ability to operate related equipment.
- (vi) Ability to supervise.