

Interview Process & Advertising

Step 1: Phone Interview

- Conducted by Manager (Connie)
- Questions
 - What is your experience in the kitchen?
 - What could you do with picked chicken?
 - What could you do with apples?
 - What would you do if you thought lunch wasn't going to be done on time?
 - What would you do if there wasn't something in your ingredient pile that you thought was spoiled?
 - Who usually eats your cooking and what do they think of it?
 - What is your clean up style like?

Step 2: In person Interview with Manager, Store Manager, and Owner

- Conducted by Manager (Connie), Store Manager (Jeff), and Owner (Carly)
- Questions
 - Why do you want to work at Cecil K's?
 - What kind of value do you think you could create in this position?
 - What work experience do you have relevant to this position? Why did those end? What did you learn from them?
 - How does this position use your skill set?

- How long do you see yourself working at Cecil K's if you were to get this job?
- What most intrigues you to want this job?
- What would you do if you were stumped on how to cook something you found in your ingredient pile?
- Do you anticipate taking a lunch break?

Step 3: Pays \$150, Shadow Manager, Store Manager in and out to observe

- 15 hours over a 3 day schedule set up front
- 4-6 hours per session
- Owner attends to observe the third session

Offer or no offer

- Decided by Manager, Store Manager, and Owner upon completion of Step 3
- Manager notify applicant of the decision, discuss next step if an offer is extended

Advertising Position

- Facebook job posting (specific type of post)
 - Promotion to get people to share the post (\$50)
- Radio promotion
- Banner "Now Hiring Lunch Manager" for out front (~\$50)