

POURING WITH HEART • THE BAR MANAGER

As the Bar Manager, you are the primary liaison between bar staff and guests. You will work with the GM and AGM to design and implement strategies for running the bar efficiently and communicate any changes to staff. As an architect of the guest's experience, you will also aid in building successful drink programs and menus in accordance with brand guides. But most importantly, you are expected to actively nurture a great environment, embrace your authenticity to reflect the culture of the bar, and perform above and beyond to establish a sustainable and thoughtful experience for both staff and guests.

“There is nothing noble in being superior to your fellow man; true nobility is being superior to your former self.” - Ernest Hemingway

ESSENTIALS

- Assist in maintaining the daily appearances and operations of the bar
- Don't be a bummer
- Guarantee the three pillars of ambiance are always dialed in: lighting, music, temperature
- Aid in menu development of drink programs in collaboration with the management team
- Support and focus on staff development: competency, knowledge, efficiency, and motivation
- Team correspondence and communication is absolutely necessary
- Bartend at least four days a week as the manager on duty (MOD)
- Complete Pouring with Heart junior management training
- Attend weekly operations/administrative meetings with the management, providing action plans to improve the bar and the team in particular
- Contribute to the development of the Social Media Program
- Attend quarterly management roundtable meetings
- Identify problems and provide actionable solutions for improvement
- Attend and participate in monthly workshops

PERKS

Free Core Value Tattoos • Health & Wellness Program • Access to Beer & Spirit Societies

PHILOSOPHY

- This is a people business. Put people first.
- Never settle, never stop getting better. Good today, better tomorrow.
- Adapt & overcome. Things can and will change.
- Be easy to work with and thoughtful in how you work.
- Ask others how they are feeling, not how they are doing.
- Ignore the past and start each day anew
- Trust your instincts and keep your emotions & wits balanced.

You can't step in the same place twice so make each step count.
Be Thoughtful. Be Kind. Be Yourself. Make Shit Better.