

# THE BIGGBY® COFFEE HOME OFFICE IS HIRING!



## WE'RE LOOKING FOR:

Process Coach

Home Office PERColator

Click on a name to learn more!

**B** happy • have fun • make friends • love people • drink great coffee

## WHAT ARE THE BENEFITS OF WORKING AT THE HOME OFFICE?

### Paid Time Off\*

- Up to 17 PTO days per year
- 1 week vacation on your first day
- All standard holidays (and then some)!
- 3 month paid leave of absence (after every 5 years)

Health Care for a very low contributory cost\*

Retirement Plan with employer match

Gym membership in the building

FREE Coffee at the Home Office Training Center

\*For all full-time positions

Resumes should be sent to [jobs@biggby.com](mailto:jobs@biggby.com).  
Include the job title in the Subject line.



**Job Opening at the  
BIGGBY® COFFEE Home Office**

**2501 Coolidge Road, Suite 302  
East Lansing, MI 48823**

**Title:** Process Coach

**Type:** Full Time

**Salary:** \$32,350/annually  
\$450 monthly car allowance  
Laptop and Cellphone provided  
Health, Retirement & Other Benefits offered  
Free coffee, of course!

To see the full job description: [CLICK HERE](#)

**To Apply:** send your resume to [jobs@biggby.com](mailto:jobs@biggby.com) before  
October 6<sup>th</sup>, 2017. Please include job title in subject line.

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**Global Orange Development, LLC is an Equal Opportunity Employer.**

# JOB DESCRIPTION

## Process Coach

### Description:

The Process Coach is a member of the Operations Department in the Best Sphere, responsible for collecting and reporting data on the performance of BIGGBY® COFFEE stores through site and procedural evaluations at BIGGBY® COFFEE store locations.

**Direct Supervisor:** Best Sphere | Assistant Manager of Process

### Responsibilities and Duties:

- Schedule evaluations with store operators with email communication and follow up with an Outlook calendar invite at least two weeks prior to the scheduled evaluation.
- Perform the evaluation, recording scores and detailed notes to explain scoring. Answer any questions the staff, Manager, or Operator may have regarding the evaluation.
- Following the inspection, send a short summary email to the Franchise Profitability Coach or Operations Mentor who is responsible for the store that was evaluated.
- Suggest updates of evaluation form when necessary.
- Assist as needed with broad Operations Department objectives such as the development and upkeep of training materials, facilitating training functions, and upkeep of the Training Center.
- Assist with Store Walk through Inspections, Store Trainings and Openings as needed.
- Conduct PERC Pop-Ins as needed.
- Conduct or assist with other classes, seminars, etc. that are conducted by the Operations Department.
- Other duties as assigned

### Experience:

- Must be able to demonstrate the ability to navigate standard formatting and functions within the Microsoft Office suite, including: Excel, Outlook, Word and Power Point. Experience with Publisher is ideal.
- Must be able to conduct store trainings, walk-throughs inspections and act as the second on store openings.

### Requirements:

- Travel is a necessary component of the Process Coach position. The Process Coach must have a valid driver's license, reliable vehicle, up to date vehicle insurance coverage, and the ability to travel from market to market. Travel may also necessitate hotel stays when traveling to remote markets.
- Protracted periods of standing are required when working behind the line in our stores.
- The Process Coach must demonstrate the ability to communicate effectively in written and spoken English.
- Working behind the line in our stores requires the frequent use of all five senses.
- The Process Coach must comply with the Operations Department Appearance & Uniform Policy. Close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading.
- Expressing or exchanging ideas by means of spoken word.
- Exerting up to 50 pounds occasionally and/or up to 20 pounds frequently.
- Travel may also necessitate hotel stays of five days or more when traveling to remote markets or when training at new store openings/trainings.



## Job Openings on the Horizon **BIGGBY® COFFEE Home Office**

**Title:** Home Office PERColator

**Type:** Full Time

**Salary:** \$28,710/annually  
\$450 Monthly Car Allowance  
Laptop and Cellphone provided  
Health, Retirement & Other Benefits available  
Free coffee, of course!

Click here for the complete job description: [HERE!](#)

**To Apply:** send your resume to [jobs@biggby.com](mailto:jobs@biggby.com) before October 20<sup>th</sup>, 2017.

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## **JOB DESCRIPTION**

### **Home Office PERColator**

#### **Description:**

The Home Office PERColator (HOP) is a member of the Operations Department and is responsible for building the culture of PERC in BIGGBY® stores by educating operators and employees through training.

**Direct Supervisor:** Assistant Manager of Training

#### **Responsibilities and Duties:**

- Conduct New Barista Training
- Provide support during Store Opening Week
- Conduct or assist with other classes, seminars, etc. that are conducted by the Operations Department.
  - BIGGBY® Nation Events
  - In-Store "Blitz-Style" Training Sessions
  - Forums and Learning Sessions at the Annual Franchise Meeting
  - New Franchisee Training
- Assist as needed with broad Operations Department objectives such as training videos and upkeep of the Training Center.
- Coordinate with your pair (Operations Mentor) to schedule Blitz during Binder Meetings. Carpooling recommended.
- Other duties as assigned

#### **Experience:**

- Must be able to demonstrate the ability to navigate standard formatting and functions within the Microsoft Office suite, including: Excel, Outlook, Word and Power Point. Experience with Publisher is ideal.

#### **Requirements:**

- This position requires the ability to communicate effectively in written and spoken English.
- Expressing or exchanging ideas by means of spoken word
- Perceiving the nature of sounds at normal speaking levels with or without correction, and having the ability to receive detailed information through oral communication.
- Exerting up to 50 pounds occasionally and/or up to 20 pounds frequently
- Protracted periods of standing are required when working behind the line in our stores.
- Working behind the line in our stores requires the frequent use of all five senses.
- Close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; extensive reading.
- Travel is a necessary component of the HOP position. The HOP must have a valid driver's license and the ability to travel from market to market.
- Travel may also necessitate hotel stays of five days or more when traveling to remote markets or when assisting with new store openings/training.
- The HOP must be able to personally pay for business related travel expenses including food and other operational expenses, until reimbursed in accordance with the company expense reimbursement policy.
- Flexible scheduling—there are no standard hours of business for the HOP position.
- The HOP must comply with the Operations Department Appearance & Uniform Policy.