# **Interview Process & Advertising**

## **Step 1: Phone Interview**

· Conducted by Manager (Connie)

· Questions

o What is your experience in the kitchen?

o What could you do with picked chicken?

o What could you do with apples?

o What would you do if you thought lunch wasn’t going to be done on time?

o What would you do if there wasn’t something in your ingredient pile that you thought was spoiled?

o Who usually eats your cooking and what do they think of it?

o 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

o Why do you want to work at Cecil K’s?

o What kind of value do you think you could create in this position?

o What work experience do you have relevant to this position? Why did those end? What did you learn from them?

o How does this position use your skill set?

o How long do you see yourself working at Cecil K’s if you were to get this job?

o What most intrigues you to want this job?

o What would you do if you were stumped on how to cook something you found in your ingredient pile?

o 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)

o Promotion to get people to share the post ($50)

· Radio promotion

· Banner “Now Hiring Lunch Manager” for out front (~$50)