

Sunbird Kitchen & Mill

Klamath Falls, Oregon

Employment Opportunity

Position Title: Head Barista

Status: Full Time (40 hours) 1.0 FTE

Location: In person in Klamath Falls, Oregon

Reporting to: Alex Froom, Co-owner

Start Date: Open until filled

Join us as a founding member of a values-driven local food organization in beautiful southern Oregon!

About Sunbird Kitchen & Mill

Opening in 2026, Sunbird Kitchen & Mill is an artisan bakery and cafe. We bake and cook from scratch with seasonal ingredients and traditional techniques. Sourcing from the Klamath Basin and surrounding regions, Sunbird embraces the creative limitations and opportunities of working within the seasonality and diversity local growers offer.

Sunbird will be located in [Watershed Row](#), a community hub in downtown Klamath Falls that will house local food and retail. Built to rigorous green building standards, our kitchen is full of natural light, beautiful materials, clean air and thoughtful design that promote health and wellbeing.

Position Summary

The Head Barista is a key leader at Sunbird Kitchen and an ambassador of a welcoming culture. Hospitality will define the customer experience here, and the coffee bar is one of the most important elements of the experience. The Head Barista and their coffee team bring the kitchens to life by connecting customers with all Sunbird Kitchen has to offer in local and regional food and beverage. The Head Barista upholds coffee quality and bar operations across the cafe.

We will consider applicants with different degrees of experience, favoring those who demonstrate an entrepreneurial spirit to develop welcoming dining experiences in Klamath. In

collaboration with Alex and Malu, the Head Barista will play a pivotal role in the development of Sunbird with ample opportunity to make a mark on the company.

The Head Barista will join the owners in creating a workplace culture of hospitality that meets customers where they're at while inviting them into the beauty, bounty and nuance of locally grown ingredients. Sharp and organized delivery, excellent communication skills and fierce attention to detail will lead to success in this role.

This job offers the opportunity to:

- Work in a startup restaurant where your creativity and leadership will make positive change in a local food system and community
- Work in a Living Building Challenge certified building — the first commercial food establishment built to these rigorous standards
- Build community and collegiality with peers and employees working toward careers in local food
- Work and live in beautiful Southern Oregon

Responsibilities

- Culture
 - Practice daily passion for local & seasonal food
 - Ensure that systems & operations reflect vision & values
 - Model servant leadership
 - Work closely with general manager
 - Provide excellent customer service / hospitality
- Menus & Retail
 - Support menu & retail product development
 - Establish and maintain a “kitchen bible” for the coffee menu
 - Ensure quality control & food safety compliance
 - Develop coffee formulas and maintain consistency
 - Collaborate with kitchen team to develop syrup recipes
- Hiring
 - Assist owners with hiring & training team members
 - Train & supervise baristas
- Operations
 - Managing daily espresso calibration
 - Oversee bar cleanliness & maintenance
 - Maintain product consistency across shifts
 - Manage stock & inventory related to coffee bar operations
- Producer Relationships
 - Ongoing collaboration with coffee roasting partner

- Startup
 - Set up and maintain coffee bar operations
 - Generate list of tools, supplies and wares with product recommendations
 - Support menu development
 - Recipe development

Qualifications

- Deep technical and sensory knowledge
- Confidence with dialing in and troubleshooting
- Leadership and conflict resolution
- Organization and time management
- Ability to coach, not just critique
- Confident yet collaborative leadership style with excellent communication skills
- A calm, welcoming presence on the floor and a true love of hospitality

Physical Requirements:

- Prolonged periods of standing and walking during service hours
- Lifting and carrying items up to 40 pounds, such as retail inventory and supplies
- Navigating a multilevel space, including occasional stairs; bending and reaching

Reasonable accommodations may be made to enable individuals with disabilities to perform these essential functions.

Compensation

The starting salary range for this full time (1.0 FTE) position is \$18 to \$22 per hour, depending on qualifications and experience, with a 3% automatic annual raise without need to negotiate.

Benefits

Sunbird Kitchen provides a \$500 / month health insurance reimbursement for full time employees, 5 paid holidays, employee discount and paid time off by accrual basis:

- 1 month - 4 years: 10 hours per month
- 5 - 9 years: 12 hours per month
- 10+ years: 14 hours per month

Employees must utilize at least 50% of their PTO each calendar year.

Profit Sharing & Equity

Sunbird Kitchen understands justice and equity in the workplace to be an ongoing pursuit. We want our employees to be well taken care of and to consider their roles long term. Our HR policies and practices aspire to create a democratic workplace that is multi-faith, multi-ethnic, and that shares wealth equitably. We review our policies and practices annually and welcome employee participation in crafting a diverse and thriving workplace.

In the first year Sunbird Kitchen makes a profit, the owners will initiate a profit-sharing program in which all employees according to role and tenure will receive a portion of the company profits as an annual bonus.