Growth Road Map

Team Member (\$16.28-\$16.50)

Positional Knowledge

Requirements: Pathway Training 45-Day Eval (80 or higher) **Team Member Tier II**(\$16.50-\$16.75)

Display Hungry,
Humble and Smart
work ethic:
Hungry: constantly
looking for more
responsibility
Humble: selfconfident, but not
arrogant
Smart: emotional
intelligence and
interpersonal
awareness

Team Leader (\$17.00-\$17.25)

Break Management
Phone Etiquette
Guest Retention
Security
Trouble Shooting

Requirement:
Team Lead
Application
Team Lead Pathway
Team Lead Test

Shift Leader (\$17.50-\$18.50)

Productivity
Culture Intelligence
Strategic Shift
Management
Cash & Safe
Checklists
EcoSure
Deloitte

Requirements:
Shift Lead
Application
Shift Lead Pathway
Shift Lead Evaluation
Shift Lead Test

Director

Productivity
Food Safety
Quality
Guest Experience
Culture
Trouble Shooting
ServSafe
Certification
Leader Development
Operator
Development

Benefits

Free Meals (Est \$200 per month), Free College Tuition, Option for Medical, Vision, Dental

Medical, Vision, Dental, Insurance Contribution Leadership Development Program

Coverage of Medical, Vision, Dental, Insurance Contribution, Cellphone stipend, gym & dry cleaning stipend, Leadership

Development Program, Accrued PTO

Leadership Application Process

Team Leader: Apply HERE.

Applications are reviewed at the end of the month, with a decision made by the 1st.

Between the 1st & 5th, you will be informed of the decision – either feedback for improvement or continuing forward in the process.

Pathway resources will be assigned, and you will have 2 Team Lead training shifts.
Complete assigned training, and send a message to your GM, Operating Partner AND Director of Talent to schedule your evaluation.

Complete evaluation and test.
Passing test score is 80.
Congratulations on becoming
a Team Lead!

Shift Leader: Apply HERE.

Applications are reviewed at the end of the month, with a decision made by the 1st.

Between the 1st & 5th, you will be informed of the decision – either feedback for improvement or continuing forward in the process.

Pathway resources will be assigned, and you will have at least 4 Shift Lead training shifts. Shift Leads only train with Directors. Complete assigned training, and send a message to the Director of Talent to schedule your evaluation shift.

After completing the evaluation shift, you will be provided feedback and the opportunity to continue training or to schedule your Shift Leader test. Passing test score is 175.

Congratulations on becoming a Shift Lead!

Development, Feedback & Pay Raises

45-Day Evaluation

Mandatory, scheduled with a director 45-60 days after orientation.

Two Parts: Skills & Knowledge. Study guides for the knowledges tests are in the New Hire Pathway course.

Semi-Annual Reviews

Optional, every 6-months based on hire date. Scheduled with the General Manager.

Complete the self-evaluation sent via Slack. Reviews are the opportunity to give and receive feedback, as well as discuss potential pay raises.

Promotions

Promotions are determined on scorecards, availability, productivity, and skills. Apply using the links on the Team Site. Promotions are finalized after Pathway and training are completed, and the position test has been passed. Pay raises for promotions are given at that point.