



Sebasco Harbor Resort - Food and Beverage Worker

HOST INFORMATION

Company Description:

We welcome the opportunity to introduce you to our unique organization. Sebasco Harbor Resort is one of the best kept secrets on Maine's Midcoast oceanfront. Located on 450 breathtaking acres on the beautiful Popham peninsula, we offer diverse employment opportunities for hospitality professionals as well as those looking to work and gain experience in this exciting field. Being very proud of our heritage and success in providing outstanding employment opportunities for local residents, we also have opportunities for those looking to spend a season in the coastal Maine community of Phippsburg.

As a seasonal resort (May through late October) with an outstanding team of dedicated and motivated staff, we take great pride in our environment and history, while providing exceptional service for our guests. Sebasco employs over 150 hospitality professionals each season, with hiring priority given to those who are available to work from mid-May through October. Our oceanfront Fairwinds Spa, golf, tennis, kayaking, sailing, fishing, and hiking give our guests a chance to reconnect with each other and with the pure pleasures of Maine. It also allows us to offer great resort amenities and employee discounts to our staff. The season offers a variety of staff activities, including golf, hiking, vintage candle pin bowling, recreation center, evening entertainment, harbor moorings, a saltwater harbor side pool, boat charters, special staff only activities and lots more.

Host Website: <https://www.sebasco.com>

Site of Activity: Sebasco Harbor Resort

Parent Account Name: Sebasco Harbor Resort

Host Address: 29 Kenyon Road , PO Box 75 , Sebasco Estates , Maine , 04565

Nearest Major City: Portland , Maine , Less than 50 miles away

PLACEMENT INFORMATION

Job Description:

A Food and Beverage does a little bit of everything in the kitchen/food service area of the property. Tasks vary and change based on business needs. Efforts will be made to place employees in their first job choice but this is not a guarantee. F&B workers may be assigned to one of the following:

- Food and Beverage employees are required to perform various food and beverage related tasks including:*
- Cooking or preparing food items according to procedures or recipes*
- Placing food items on serving plates or dishes along with required condiments and utensils to present to customers.*
- Preparing cold drinks, warm drinks, and other non-alcoholic beverages.*
- Bring food out to customers*
- Clearing tables after customers are done.*
- Some employees will serve alcoholic beverages and must strictly follow all state and federal laws related to serving alcohol.*

- All items must be prepared quickly and accurately ensuring no waste and in accordance with production and portion requirements and quality standards while maintaining a safe, sanitary work environment.
- Food and Beverage employees may be responsible for handling sales which will include: taking correct orders, entering sales in a cash register, taking money, counting out correct change (coins/bills), giving change (coins/bills) to customers, and completing credit card transactions.
- All Food and Beverage employees will be responsible for maintaining and cleaning all Food Service areas including preparation tables, equipment, dishes, floors, supply areas, refrigerators, coolers, sales areas, and customer areas (tables, chairs, serving lines, condiment stands, etc.).
- Demonstrate a high level of customer service. Respond to and take appropriate action to resolve concerns and complaints of guests.
- Keep supervisor/manager informed of situations relating to facility operation, patron complaints or concerns, accidents, emergency situations, damages, and potential safety hazards.
- Attend departmental and team meetings as well as participate in all additional training courses.
- Perform all duties in a safe manner.
- Unloading the dishes and cutlery brought to them by bussers and loading them into dish trays.
- There is a large element of cleaning the kitchen and restaurant equipment. You will remove trash and garbage and place in trash compactor, clean and hose out garbage cans.
- You will sweep and mop the kitchen floors. You will Wash dishes, trays, pots and pans used in cooking and serving. You will help dining room staff by scraping food from plates and stacking them in the dishwasher.
- You will also need to clean coolers, kitchen tables, refrigerators and prep-stations.
- Employees may be asked to move to different locations or job assignments within the property, as needed.
- Clear and bus tables
- Seat Customers
- Other duties may be assigned

Typical Schedule:

Flexible with dates and shifts. Weekends, evenings and weekdays.

Drug Test required: No

COMPENSATION

Hourly Wage: \$12.75

Eligible for Tips: Yes

Students working as servers will make tipped minimum wage - \$6.38/hour + tips. Wage will be guaranteed at least \$12.75/hour with tips to be reconciled in weekly paycheck.

Estimated weekly wages including tips: \$408

Bonus: Yes

Up to \$1.00 per hour for each hour up to 40 hours per week are not be paid unless 1. Employee works through agreed upon completion date (contract end date) and 2. is an employee in good standing.

* All figures above are pre-tax

Estimated average number of hours per week: 35

Estimated minimum number of hours per week: 35

Estimated maximum number of hours per week: 40

Potential fluctuation in hours per week:

slower in June and more hours in July and August.

Average number of hours per week reached by last year's seasonal employees: 35

Overtime Policy:

Yes, paid after 40 hours

Job-Specific Benefits:

3 meals a day included in rent! 25% off dining at the on-site restaurants. Housing on-site! Use of all amenities!

JOB REQUIREMENTS

English Level required:



Upper-Intermediate

Required to be 21+: Yes

Previous Experience required: No

Qualifications & Conditions

Lifting

Lifting requirement: 50lbs/22kgs

Description:

•Employees will be required lift, push, pull, or carry objects up to 40 lbs on a repeated basis.

Standing for entire shift

Handling cleaning chemicals

Working outdoors

Working under direct sunlight

Other qualifications or conditions

Description:

Employees will be required to use mechanical kitchen equipment and sharp cutting tools and knives. •Employees will be exposed to high temperature ovens and fryers. Proper protective gloves will be provided. •All workers will perform physical activities that require moving one's whole body, such as lifting, balancing, climbing, and stooping or bending. These activities often also require considerable use of the arms and legs. •Employees will be required to stand for long periods of time.

•Employees will be required lift, push, pull, or carry objects up to 40 lbs on a repeated basis.

Job Training required: Yes

Length of job training:

1 week

Hours per week during training period: 35

Different wage during training period: No

Start on specific day of the week: No

Training requirements:

Employer will provide written uniform requirements for your position after you have accepted the job. Generally students should bring black and tan slacks (no jeans, capris or shorts) black or white shoes depending on position - uniform shirts are normally provided at no cost to student.

Need to wear uniform: Yes

Uniform Policy:

Employer will provide written uniform requirements for your position after you have accepted the job. Generally students should bring black and tan slacks (no jeans, capris or shorts) black or white shoes depending on position - uniform shirts are normally provided at no cost to student.

Cost of uniform: \$0

Uniform laundry: Participant responsibility

Dress Code: Yes

Description:

Employer will provide written uniform requirements for your position after you have accepted the job. Generally students should bring black and tan slacks (no jeans, capris or shorts) black or white shoes depending on position - uniform shirts are normally provided at no cost to student.

CULTURAL OPPORTUNITIES

Types of Cultural Opportunities:

Company Parties, Holiday Events, Movie or Game Nights, Potlucks or Dinners, Trips to Nearby/Major Attractions, Will provide information about Events, Local Resources, Attractions/Sites, Local Community, Trips to Major City

Additional Details about Cultural Offerings:

Each summer we plan cultural trips for you! We plan trips to local amusement parks, local and state parks, the local beaches and Portland. One night a week, students make a meal from their country for the rest of the students- an International Pot Luck!

Local Cultural Offering:

All students receive a 25% employee discounts at our onsite restaurant.

Employer schedules twice weekly trips to Bath to Wal-Mart and other cultural outings.

Students have access to boating, biking, kayaking, pool, beach, golf, fitness center, bowling, and ping pong!

HOUSING AND TRANSPORTATION

Housing Provided: Yes. Employer Guarantees employer - owned or employer - arranged housing to all hired participants. Required to stay.

Employer-owned or employer-arranged housing description:

ALL meals are included in housing costs. Housing is provided on site and is dormitory style. There are common living areas, shared kitchen and bathrooms. Students like the housing because it is on site! Students hired to work for us will be expected to live together and are expected to get along with each other. The housing is co-ed.

Lease Agreement: Yes

Onsite Amenities:

WiFi: Yes

Description:

Yes, available WIFI

Phone Service: Yes

Description:

Yes, cell service with WIFI

Kitchen facilities: Yes

Description:

There is a refrigerator and shared kitchen, but you will also have all meals provided.

Laundry facilities: Yes

Description:

laundry available to use.

Occupancy Requirements for Provided Housing:

Minimum Occupancy Per Room: 2

Maximum Occupancy Per Room: 4

Suggested Occupancy Per Room: 2 - 4

Rooming Arrangement Description:

Co- Ed dorms - multiple buildings on property - all within the resort proper.

Provided Housing Cost:

Required to Pay for Provided Housing: Yes

Cost per Week: \$100

Housing Cost Deducted from Paychecks: Yes

Utilities Costs: No

Housing Deposit: Yes

Cost: \$100

Description:

May be split over the first four weeks of work, for \$25 dollar deductions.

Housing Deposit Refundable: Yes

Conditions for Deposit Refund:

Room must be left clean and undamaged and all resort owned property, ie. linens, towels, fan or heater, uniforms if provided - must be returned in good condition

Details About Deposit Refund:

Final paycheck

Transportation to Worksite:

Walking Commute Time

Estimated commute time: Under 15 minutes

Description: Housing is on property - 5 minute walk maximum

ARRIVAL INFORMATION

Arrival Instructions:

Student must travel to Bath, Maine. The employer will pick students up in Bath, Maine at the Concord Coach Lines Bus drop off.

Students must make prior arrival arrangements with employer.

Take the Concord Coach Lines Bus to Bath, Maine. You can pick up the bus outside the baggage claim area at Boston Logan Airport. A one way ticket costs about \$35.00.

Once you get to Boston, the bus from Logan airport to Bath leaves at 11:35a and arrives in Bath at 2:50p. Here is the link to Concord Coach (please note they may put a second trip on in June): <https://concordcoachlines.com/route/midcoast-maine-boston-logan-airport/>

OR, if you prefer rail travel – there is an AMTRAK Downeaster train that leaves North Station in Boston and the final stop is Brunswick – where we can also get you: <https://www.amtrak.com/routes/downeaster-train.html>

VERY IMPORTANT! – Please contact me via email (if you have wifi) once you land so we know you are on the ground safely. You can also call 207-389-1161 and let the Front Desk know that you have arrived and to contact me.

Suggested Arrival Airport:

Boston Logan Airport, BOS, Over 50 miles

Portland International Jetport, PWM, Over 50 miles

Estimated cost of transportation to worksite from suggested airports: \$25 to \$50

If arriving after regular hours:

Suggested After-Hours Accommodation:

Red Roof Inn

920 Broadway

Saugus, Massachusetts 01906

\$150 to \$200

TRAINING AND ONBOARDING

Pre-Arrival Onboarding:

Social Security Number:

Require participants to apply for SSN before arrival at worksite: No

Details about how to apply for Social Security Number:

Sebasco will provide multiple trips to office depending on student's arrival.

Nearest SSA Office: Portland , Maine , Less than 50 miles

Other:

Wage Payment Schedule:

Weekly paycheck and we suggest direct deposit - we work with Bank of America and they will come on property to assist setting up the accounts.

Meal Plan: Mandatory

Estimated Cost Per Day: \$0

Meal Plan Description:

Three meals a day included in \$100/weekly rent.

Provide Certificates/Performance Evaluations: Yes

Hire in Groups:

Grooming Requirements:

All students must have a clean and neat appearance, extreme "looks" are not permitted - no visible tatoos or facial piercings, hair must be clean and well groomed. Males MUST be clean shaven and clean cut (no long hair or beards) and no earrings.

Second Job Availability: No, unlikely

Applicable Company Policies:

Sebasco is a 100% smoke free environment.

Due to the location of the Resort, the ability to obtain a second job is highly unlikely. Students must be willing to work split shifts and in other positions and departments when necessary.

Sebasco is in a remote location. Transportation is required to go into town.

After students are hired, they will be required to have a Skype conversation with the employer. The employer wants to be able to meet you and talk about the job that you will be doing and give you more information about the Sebasco Harbor Resort. Students must contact their employer directly via email so that the Skype conversation can be scheduled. The employer is very strict that all students must be responsive and communicate with their employer after they are hired.

Walking Distance from Worksite:

Post Office, Fitness Center, Internet Cafe

In Town, Requires Transportation:

Food Market, Shopping Mall, Bank, Restaurants, Public Library