



Barista

Job Description — Compass Coffee Co.

Position: Barista

Employment Type: Part-time, flexible shifts (schedules posted monthly)

Pay: \$10.00 / hour

Reports To: Café Manager

Location: Compass Coffee Co. — Compass Bible Church

ABOUT COMPASS COFFEE CO.

Compass Coffee Co. exists to increase the fellowship of the saints and cultivate a culture of community at Compass Bible Church. We want our church to be a place of week-long fellowship, and our café is one of the ways we create an environment that encourages it.

POSITION SUMMARY

At Compass Coffee Co., your role as a barista is secondary to your role as a representative of Compass Bible Church — and ultimately, of Christ. Your job is to reflect the love of Jesus through your demeanor, service, and work ethic in every cup you serve and every conversation you have.

RESPONSIBILITIES

- Prepare and serve coffee and café beverages with excellence and consistency
- Complete opening, closing, and side duties, including stocking, setup, and cleaning
- Handle bookstore payments and put away delivery packages as needed
- Maintain a clean, welcoming, and well-organized café space
- Wear the provided apron and nametag; maintain a neat, presentable appearance (semi-casual to office attire)
- Arrive on time and ready to serve every shift
- Build genuine connections with customers, especially newcomers going through Compass's Connect process
- Help maintain a peaceful lobby environment, directing families with young children to the Pavilion
- Respond to dissatisfied customers with grace, patience, and a servant's heart
- Protect the integrity of the café space, kindly limiting access to on-duty baristas only

WHAT WE'RE LOOKING FOR

- A growing, consistent walk with the Lord
- A servant-hearted approach to work and to people
- Punctuality and a presentable appearance
- A diligent, “above and beyond” work ethic
- Kindness, courtesy, and Christlike character both on and off the clock
- Prior barista or customer service experience is a plus, but not required — training is provided



EXPECTATIONS

As a Compass Coffee Co. barista, you will be held to a high standard and expected to exemplify the distinctives of Compass Bible Church. Consistent LifeGroup attendance, serving, and personal spiritual disciplines are expected of all staff, including baristas.

SCHEDULE

Schedules are posted monthly. We're looking for someone who can commit to consistent, reliable availability and who communicates early about any schedule conflicts or time-off needs (ideally at least one month in advance).

HOW TO APPLY

Complete the Barista Application at compasshillcountry.org/coffeeco. We look forward to hearing from you!