



Barista Job Description

DEPARTMENT: Food + Beverage

REPORTS TO: Beverage Manager

DATE APPROVED: 8/26/25

WAGE RANGE: \$21.75 – \$23.25 per hour + Tips

FLSA STATUS: Non-Exempt

STATUS: Seasonal

APPROVED BY: Christian Adams

ABOUT THE SUMMIT AT SNOQUALMIE

The Summit at Snoqualmie is the Pacific Northwest's premier multi mountain ski resort, located 47 miles east of Seattle at Snoqualmie Pass. The property spans five base areas and 20 chairlifts across Summit West, Summit Central, Summit East, and Alpental within the Mt. Baker-Snoqualmie National Forest. A four-season operating model includes a mountain bike park and one of the most accessible ski destinations in North America.

The Summit at Snoqualmie is proud to be part of the Boyne Resorts family of resorts. Boyne Resorts is the largest family owned, independent mountain resort company in North America, guided by five core values: Serve First, Developing Great People, Attitude is Everything, Long Term Thinking, and Excellence in Execution.

POSITION SUMMARY

The Barista prepares coffee, tea, and specialty beverages while processing guest payments and maintaining a clean, well-stocked service station. This role reports to the Food + Beverage Manager. Success in this role looks like consistent drink quality, accurate transactions, and a clean, guest-ready café throughout the shift. This is a seasonal position requiring weekend and holiday availability.

HOW YOU WILL LEAD: BOYNE L.E.A.D.S. VALUES

This role is expected to model and reinforce Boyne Resorts L.E.A.D.S. values at every level of the organization:

1. **Long Term Thinking:** Builds lasting guest relationships through consistent, quality service.
2. **Excellence in Execution:** Maintains the highest standards in beverage preparation and presentation, even during high-volume periods.
3. **Attitude is Everything:** Creates a welcoming, energetic atmosphere for guests and teammates.
4. **Develop Great People:** Collaborates with team members and shares product knowledge willingly.
5. **Serve First:** Prioritizes guest satisfaction by anticipating needs and resolving concerns promptly.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The duties below are organized under the Boyne L.E.A.D.S. value each most directly reflects.

Excellence in Execution

- Prepare hot and cold beverages, including espresso drinks and specialty teas, according to recipe and quality standards.
- Process customer payments accurately using point-of-sale systems.
- Maintain cleanliness and sanitation of work areas, utensils, and equipment throughout shifts.



- Monitor and record temperatures of refrigeration and heating equipment to ensure food safety compliance.
- Execute daily opening and closing procedures, including equipment cleaning and restocking.
- Package, label, and date food items for retail sale following food safety protocols.

Serve First

- Take customer orders efficiently and communicate preparation instructions clearly to teammates.
- Provide detailed menu descriptions and informed product recommendations.
- Share product knowledge including coffee origins, brewing methods, and preparation techniques.

Attitude is Everything

- Set up and maintain attractive product displays and merchandising areas.
- Collaborate in the creation of promotional signage and displays.

QUALIFICATIONS

Required

- Effective English communication skills, verbal and written.
- Strong active listening skills to understand and address guest and team concerns.
- Ability to multitask and prioritize departmental responsibilities to meet operational deadlines.
- Obtain and maintain a valid Washington State Food Worker Card prior to employment.

Preferred

- None beyond the requirements listed above.

EDUCATION AND EXPERIENCE

Hospitality, restaurant, or espresso service experience preferred. Basic computer proficiency required. Basic mathematical abilities essential.

PHYSICAL DEMANDS

- This position requires regular verbal communication and active listening. Employees frequently stand, walk, and sit for extended periods. Occasional duties include manual dexterity tasks, reaching overhead, climbing, balancing, stooping, kneeling, crouching, crawling, and using sensory abilities for quality control. Employees must regularly lift and move up to 10 pounds, frequently handle up to 25 pounds, and occasionally move items exceeding 50 pounds.

Activity Requirements:

Standing	<i>Frequently</i>
Walking	<i>Often</i>
Bending/Stooping	<i>Occasionally</i>
Reaching (above shoulders)	<i>Occasionally</i>
Pushing/Pulling	<i>Occasionally</i>
Climbing	<i>Rarely</i>
Exposure to Temperature Changes	<i>Often</i>



WORK ENVIRONMENT

This position involves occasional exposure to outdoor weather conditions and frequent exposure to wet and humid conditions, airborne particles, cleaning chemicals, and elevated temperatures. The work environment typically maintains a moderate to loud noise level.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. If you believe you require reasonable accommodation, please let your supervisor or human resources representative know as soon as possible.

BENEFITS

- 401(k) retirement plan with employer match
- Ski and snowboard pass for employee and dependents across the Boyne Resorts network
- Sick Pay and holiday pay
- Access to Boyne Resorts employee programs, resort discounts, and professional development resources

ABOUT BOYNE RESORTS

Boyne Resorts is the largest family owned, independent mountain resort company in North America, operating 13 destinations from Vancouver, BC to Maine. Founded in 1948, Boyne's culture is built on long term thinking, deep investment in people, and a belief that each resort has its own character and community worth protecting.

HOW TO APPLY

Submit a resume through the job posting on summitatsnoqualmie.com. Applications are reviewed on a rolling basis. Internal and external candidates are welcome to apply.

EQUAL OPPORTUNITY EMPLOYER

Research shows that women and other underrepresented and historically marginalized groups tend to apply only when they check every box for the qualifications and desired experience in a job posting. If you are reading this and hesitating to apply for that reason, we encourage you to go for it! A true passion and excitement for making an impact is just as important as work experience.

Summit at Snoqualmie is an equal opportunity employer committed to providing equal employment opportunities to all qualified individuals. We affirm the rights of all employees and applicants for employment to be protected from discrimination, harassment, and retaliation based on race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, gender expression or identity, age, religion, disability, genetic information, marital status, citizenship or immigration status (all employees must be authorized to work in the United States), or any other status protected by applicable federal, state, or local law.

We are committed to providing reasonable accommodation to qualified individuals with disabilities and for religious observances in accordance with applicable law. Please contact summithr@summiti90.com to request accommodations during the application process.