



## Forty One North - Barback

### HOST INFORMATION

**Company Description:**

Forty 1° North brings a modern elegance to historic Newport. Marrying a cool and casual luxury with the excitement of our downtown waterfront setting, we offer the best of Newport to all our guests. We are a high-volume operation featuring a Marina, two full service restaurants with outdoor bars/dining and a hotel with exceptional guest accommodations. We hire international students to work different roles for our property - regardless of your job description. We expect everyone to value & promote excellence at all times as well as operate as a team! Please note that you will need to secure your own housing. However we have partnered with two real estate brokers to make the search process easier; but ultimately it is your responsibility to secure housing ahead of your arrival. A benefit available to all employees is a 50% dining discount off the restaurant menu.

We look forward to meeting you and having you be part of our Summer 2021 crew!

**Host Website:** <http://www.41north.com>

**Site of Activity:** Forty One North

**Parent Account Name:** Forty One North

**Host Address:** 351 Thames Street Newport , Rhode Island , 02840

**Nearest Major City:** Providence , Rhode Island , Less than 25 miles away

### PLACEMENT INFORMATION

**Job Description:**

Assisting the bartending team maintain the standards of our beverage program. Responsible for maintaining our upscale bar in a neat and clean manner. Responsible for cleaning, setting, and clearing tables. Assists bartender with guests (serving water, coffee, beverages). Removes dirty dishes, glassware and utensils to dishwashing area. Assist and communicates with food servers to maintain service efficiency and overall high quality guest satisfaction. Various other duties as assigned. You may also be required to work in other areas depending on the employers' needs.

Superior customer service skills. Excellent organizational and multi-tasking skills. Prior experience is preferred but not necessary. You must be able to follow instructions from servers and managers in English. You must also be able to work in a fast paced environment.

- Must have a high attention to detail, math/counting skills, and accurate money/cash handling skills.
- Must be able to work individually or on a team and at a quick pace.
- Must have the ability to read, write, and understand instructions given in the English language.
- Must have the ability to understand and respond to verbal instructions given in the English language.
- Must have a friendly, positive attitude and be dedicated to customer service.
- All employees serve as a representative of our company and must display courtesy, respect, tact, and discretion in all interactions with other employees, management, owners, guests, and members of the local community

**Typical Schedule:**

The standard schedule will be between 35-40 hours. Schedules may vary depending on the needs of the hotel. Daily shifts tend to be 7.5 to 8 hours per day. 6am-2pm, 8am-4pm, 12pm-8pm & 4pm-midnight.

**Seasonal changes to job duties or available hours:** Yes

Weekly hours will be different due to changes in the operating season

**Drug Test required:** No

## COMPENSATION

**Hourly Wage:** \$3.89**Eligible for Tips:** Yes

The majority of your salary will be tip based. It is customary for all guests to pay approximately 20% of the subtotal of their bill as a gratuity. This is then divided by the staff.

**Estimated weekly wages including tips:** \$575**Bonus:** No

\* All figures above are pre-tax

**Estimated average number of hours per week:** 38**Estimated minimum number of hours per week:** 35**Estimated maximum number of hours per week:** 45**Potential fluctuation in hours per week:**

All staffing levels depend on the occupancy levels of the hotel.

**Average number of hours per week reached by last year's seasonal employees:** 38**Overtime Policy:**

Yes, paid after 40 hours

**Job-Specific Benefits:**

50% dining discount off the restaurant menu.

## JOB REQUIREMENTS

**English Level required:**

Upper-Intermediate

**Required to be 21+:** No

**Previous Experience required:** No

**Qualifications & Conditions**

Lifting

Lifting requirement: 25lbs/11kgs

Description:

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 or walk for long periods of time. •Employees will be required lift, push, pull, or carry objects up to 40 lbs on a repeated basis including dish bins and serving trays for food/drink.

Standing for entire shift

Handling cleaning chemicals

Working outdoors

Working under direct sunlight

**Job Training required:** Yes

Length of job training:

1 week

Hours per week during training period: 40

Different wage during training period: No

Start on specific day of the week: No

Training requirements:

Training includes, but is not limited to knowledge of the space, proper clearing and resetting of tables/bar seats, polishing of necessities, guest interaction, working with the service team as well as support staff combined with general hospitality training. Barbacks must also have the ability to identify dishes, liquor and wine bottles and drinks in order to provide guests with the best possible service. Our team must be courteous to all guests and employees.

**Need to wear uniform:** Yes

Uniform Policy:

Students must purchase their own black shoes, black pants, or dress. Students must also purchase similar attire in white (except those working as Busser, Barback and Runner). More information is available from department manager upon arrival. Dresscode:6am-11am: men and women wear all white shirts, pants, and shoes.11am-closing: women wear dresses (can be of any color)men wear a blue shirt (we have a specific type from the local Banana Republic), dark blue jean, black shoes, and a black belt

Cost of uniform: \$40

Uniform laundry: Participant responsibility

**Dress Code:** Yes

Description:

Uniform. Neat clean appearance. Students must be presentable, and well prepared for work in a high-end setting daily. No extreme styles or piercings or visible tattoos. Natural color hair.

## CULTURAL OPPORTUNITIES

### **Types of Cultural Opportunities:**

Holiday Events, Potlucks or Dinners, Will provide information about Events, Local Resources, Attractions/Sites, Local Community

### **Additional Details about Cultural Offerings:**

As one of New England's most historic and beautiful coastal cities, Newport provides a wealth of cultural experiences paired with unparalleled access to natural beauty. Historic seaports, colonial homes, gilded age mansions, sailing regattas, beaches, vineyards, farms and more!

## HOUSING AND TRANSPORTATION

**Housing Provided:** No

### **Community Housing Options:**

Available: Yes

#### Description:

There is a competitive rental housing market in Newport for seasonal employees. There are both apartments and houses available for rent throughout the City and neighboring towns. Some landlords may require advance payment for rent. We have partnered with Ben McAndrew of Warner Realty Group and Tara Feury of Keller Williams Realty, who can provide available housing options. Their contact information is as follows: Ben McAndrew, REALTOR [ben@warnerrealtygr.com](mailto:ben@warnerrealtygr.com) Warner Realty Group Newport, RI 02840 Office: (401) 236-8685 Mobile: (518) 744.1720 Tara Feury, Associate REALTOR® Bringing Together Buyers and Sellers Keller Williams Realty of Newport, East Bay and North Kingstown Mobile: (401) 239-4939 Office: (401) 845-9200 Fax: (401) 845-9202 [www.tarafeuryrealestate.com](http://www.tarafeuryrealestate.com)

Minimum Average Cost Per Week: \$100

Maximum Average Cost Per Week: \$300

### **Transportation for Community Housing Description:**

Newport is a safe walking and biking ocean community. Typically students find housing within a 15-20 minute commuting distance. There are other transportation options to include Public Buses and shared car services such as Uber and Lyft.

## ARRIVAL INFORMATION

### **Arrival Instructions:**

We recommend students fly into Boston Logan International Airport and take a bus to Newport Gateway Center.

Logan International Airport is approximately 70 miles from Newport.

An average cost of a bus ticket \$30-\$35. Average travel time is 1.5 hours.

[www.PeterPanBus.com](http://www.PeterPanBus.com)

Average UBER cost : \$125 - \$175 Travel Time: 1 - 1.5 hours.

**Students must email arrival information at least 2 weeks prior to scheduled start date.**

**Suggested Arrival Airport:**

Providence T.F. Green Airport, PVD, Less than 50 miles

Logan International Airport, BOS, Over 50 miles

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

**If arriving after regular hours:****Suggested After-Hours Accommodation:**

Rodeway Inn  
31 West Main Street  
Middletown , Rhode Island 02842  
<https://www.choicehotels.com/rhode-island/middletown/rodeway-inn-hotels/ri029?source=gyxt>  
(401) 847-2735  
\$50 to \$75

Motel 6 Newport  
249 JT Connell Highway  
Newport , Rhode Island 02840  
[www.motel6.com](http://www.motel6.com)  
401-848-0600  
\$50 to \$75

## TRAINING AND ONBOARDING

**Pre-Arrival Onboarding:** No

**Social Security Number:**

Require participants to apply for SSN before arrival at worksite: Yes

Details about how to apply for Social Security Number:

Social Security Office: 130 Bellevue Ave # 210, Newport, RI 02840 Phone: (866) 253-5607

Nearest SSA Office: Newport , Rhode Island , Less than 10 miles

**Other:**

Wage Payment Schedule:

Weekly paycheck. Direct deposit is available for all employees. Direct deposit may be set-up during your onboarding process.

Meal Plan: Not available

Provide Certificates/Performance Evaluations: Yes

Hire in Groups: Yes

Maximum Group Size:

## Grooming Requirements:

As a team member, it is your responsibility to maintain our high standards of personal hygiene, uniform cleanliness and grooming. Your appearance will make a lasting impression on our guests, your co-workers and our company. Facial hair: Beards, goatees and mustaches are permitted but must be neatly trimmed. Tattoos are permitted. No tattoos may be visible which depict violent, sexual, racist, discriminatory, illegal, or offensive conduct, ideas, thoughts, or emotions. Uniforms by position.

Second Job Availability: Yes, likely

## Applicable Company Policies:

### STANDARDS OF CONDUCT AND DISCIPLINARY PROCEDURES

Each employee has an obligation to observe and follow Forty 1° North's policies and to maintain proper standards of conduct at all times. Most employees try to do their jobs well and cooperate in observing common sense rules of conduct. However, disciplinary action is sometimes necessary. Generally speaking, if an individual's behavior interferes with the orderly and efficient operation of a department or work unit, corrective disciplinary measures will be taken. The severity of the disciplinary action depends upon, among other things, the nature and gravity of the offense, its impact on the organization, and the employee's work record. Forty 1° North does not guarantee that one form of disciplinary action will necessarily precede another. Further, Forty 1° North reserves the right, at all times, to take whatever disciplinary action it deems appropriate, up to and including termination. Prior notification, utilizing the procedures outlined above, is not a prerequisite for termination or other disciplinary action. Certain forms of serious misconduct and performance deficiencies may result in suspension or discharge, without prior counseling. Examples of the types of violations which may subject an employee to immediate discharge include, but are not limited to: violation of Company policies; insubordination or insolence; threatened or actual physical violence; possession, use or sale of controlled substances while on Company business or on Company property; coming to work under the influence of alcohol or controlled substances; poor performance; theft; harassment; unauthorized modification to or deletion of electronic files, including computer and cellular telephone records and contacts; and knowingly false, fraudulent or defamatory statements about another employee or a client of Forty 1° North. Please note that the above-listings not all inclusive, as the nature and seriousness of other violations may warrant disciplinary action up to and including termination. Forty 1° North reserves the right to restrict any former employee, who has resigned or had his or her employment terminated for any reason, from entering Company premises, whether as a customer or otherwise.

### **Basic Guidelines:**

Scheduled times: Employees are expected to be dressed in full uniform and ready to begin their shift at scheduled time.

Clock-in: Employees are not permitted to clock-in earlier than 5 minutes to scheduled time. Clock-in time more than 5 minutes after scheduled time is considered a lateness

Shift coverage: Contact your department manager or manager on duty directly in the event you are unable to arrive at your scheduled time. All efforts to have your shift covered should be made in the event you are unable to work a scheduled shift.

Schedule requests: All schedule requests for the upcoming week must be submitted to department managers by required timelines, which may vary by position.

Report to your department manager upon arrival at the workplace.

Requests for 3 or more days off in a week must be submitted at least three weeks in advance.

There is a strict no smoking policy on property.

There is a strict no cell phone policy. All cell phones must be kept in employee lockers.

A complete employee handbook will be provided to you on your arrival. The employee handbook reviews all the above in more detail along with all our company's guidelines and protocols.

## COMMUNITY AMENITIES

### **Walking Distance from Worksite:**

Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library, Beaches

### **Walking Distance from Housing:**

Food Market, Shopping Mall, Post Office, Bank, Restaurants, Fitness Center, Internet Cafe, Public Library, Beaches