

# McCormick and Schmick's

1 Faneuil Hall Market Pl. Boston, MA 02109 | [mccormickandschmicks.com](http://mccormickandschmicks.com)



## Employer Description:

Since our very first restaurant opened, McCormick and Schmick's has focused on a true spirit of hospitality, where every guest is treated like family. The McCormick and Schmick's philosophy is centered on providing our guests with an unparalleled dining experience in an atmosphere where everyone feels comfortable and well taken care of. Not only will our guests find our servers to be extremely knowledgeable and attentive to their dining needs, but it is also not unusual for our manager and chefs to visit tables to seek feedback from our guests about how we can enhance their dining experience.

The McCormick and Schmick's commitment to people extends to our employees, as well. We consider our employees our family and treat them with the utmost respect while providing growth opportunities at many levels. Because of our commitment, many of our employees - including managers and chefs - have worked with us for numerous years, and in some cases, decades.

McCormick and Schmick's also believes in giving back to the communities with which we are a party by supporting local programs and organizations. Benefit events and community fundraising projects are very much a part of the Company's successful philosophy. Each restaurant donates goods, services, banquet and meeting space, dining certificates or meals to a number of key charitable organizations.

**Job Descriptions:** There are approximately **20 positions available**.

**Bus Persons** are responsible for assisting the wait staff, bringing water to the tables, clearing tables, taking out the garbage, helping to set the tables in the dining area, bringing dishes back and forth from the kitchen and generally keeping the dining room clean. The **wage is \$3.75 + tips/hour**.

**Hosts** are responsible for helping customers, seating them, taking their orders, using a cash register, and keeping the host station clean. You should also be prepared to help out where needed and in general help keep the restaurant clean and running smoothly. The **wage is \$11.00/hour**.

**Servers** are responsible for waiting on customers, answering questions, writing down lunch and dinner orders, serving food and drinks, refilling water, dealing with U.S. currency, and setting and clearing tables. The **wage is \$3.75 + tips/hour**.

**Server Assistants** are responsible for helping to set tables, deliver food/drink orders, and additional kitchen/busser duties as needed. The **wage is \$3.75 + tips/hour**.

**Cocktail Servers** will be working closely with the bartenders to server drinks and snacks in our bar area. The **wage is \$3.75 + tips/hour**.

**Work Hours:** You should expect to work about 25 hours/week. Our work schedule is shift based. You should expect to work 4 - 7 shifts/week. Please note that your hours could be affected by the weather. You are required to clock in and out every day for your shift and for training during the beginning of your employment with us.

**Work Start Dates:** You should plan your US arrival so you can begin working as early as **May 15**. Upon beginning work there will be a two hour orientation in small groups of 5 or 6 people.

**Work Finish Dates:** We are looking for candidates who can stay as late as possible. **September 15** is the latest you can work. What is most important to us that you communicate your final day of work. You must give at least **two weeks notice** of your final day of work and be as upfront and honest as possible about your work finish date.

**Time Off Requests:** If you need to take time off, then we will need 30 days notice, especially if it is a week or more. Time off is given at the manager's discretion and is reserved on a first come, first served basis.

**Second Jobs:** You are allowed to get a second job, that is not a problem, but your priority needs to remain your first job at McCormick & Schmick's.

**Uniform:** For all positions personal hygiene is very important. Deodorant, frequent showering, and personal grooming should be a part of your routine in America.

### **Servers, Server Assistant, Bus Persons, & Cocktail Servers**

- Black button-down long-sleeved, collared shirt with collar stays and black buttons (no button-down collar). Shirt should be made of crisp material that is clean and wrinkle free. Sleeves cannot be rolled up or worn unbuttoned. Shirts must always be tucked into the pants.
- Logo'd black bistro apron\*. Apron must be clean, wrinkle-free with a crease down the middle. Apron strings must be tied under the front of the apron and not visible. McCormick's will provide the aprons.
- Clean, well maintained regimental tie (two colored broad stripe four-in-hand), tied in a full double Windsor knot. Tie needs to be long enough to be tucked inside the apron waist band. McCormick's will provide the tie.
- Black dress slacks of poly/cotton blend material with belt loops (no bell bottoms or 100% cotton pants). Pants such as chinos, leggings, "cargo-style," stirrup and spandex pants are not acceptable. Shorts are not permitted.
- Black belt (no big buckles).
- Dress black, polishable, non-skid/slip resistant shoes– should be in good condition – without silver or gold eyelets. Flat or low-heeled shoes, (no more than 1 inch tall), with closed toes and heels are mandatory. "Doc Marten's," tennis shoes or clogs are not acceptable.
- Plain black socks/hosiery must be worn with shoes.

### **Host**

- Dress - A solid black dress with sleeves- no patterns, prints or textures. Plunging necklines and/or sheer materials are not acceptable. Hosiery, either complimentary to skin tone or black, must be worn.
- Skirt - A black blouse with skirt. All clothing must be solid colored, with no pattern, prints or textures. Blouse and skirt must be of same color black. T-shirts, linen, spandex, cargo, 100% cotton and jeans are not acceptable. Plunging necklines, sheer materials, off the shoulder, sleeveless and/or midriff blouses are not acceptable. Hosiery, either complimentary to skin tone or black, must be worn.
- Suit Sets - Black business suit set with matching jacket and skirt/pants. Blouse under jacket may be solid black or white, with no pattern, prints or textures.
- Acceptable Shoes - Dress black, polishable, non-skid/slip resistant shoes must be worn. Low-heeled shoes (no more than one inch) with closed toes must be worn with plain black socks or hosiery that is either complimentary to skin tone or black. Flats, sandals, tennis shoes, boots, wedges, ballet flats and clogs are unacceptable.

**Housing Information:** There are many colleges and universities that rent out dorms for international students who are staying for the summer, and short-term leases may be available from general apartments in the area as well. If students are having trouble, we may be able to assist in finding housing.

**Area Description:** Boston is Massachusetts' capital and largest city. Founded in 1630, it's one of the oldest cities in the U.S. The key role it played in the American Revolution is highlighted on the Freedom Trail, a 2.5-mile walking route of historic sites that tells the story of the nation's founding. One stop, former meeting house Faneuil Hall, is a popular marketplace.

