



**Today's Date:** \_\_\_\_\_

Your Name \_\_\_\_\_

Your Phone Number \_\_\_\_\_

When's the best time to call? \_\_\_\_\_ Prefer a text or call? \_\_\_\_\_

Pro Tip: This is a great opportunity to tell us all about yourself - our goal is to get a sense of who you are and what skills and experience you have so we can try and find a good fit for both of us.

1. Have you ever eaten at KT's? What did you experience that makes you want to work here?
  
2. Would you describe yourself more as energetic or relaxed? More as detail oriented or big picture oriented?
  
3. Tell us about your past or current involvement in sports, music, dance, theater or other important interests to you.
  
4. What talents, attitudes and/or efforts of yours, made you successful in these activities?
  
5. List the company and job position experiences you've had in the last 2 years.
  
6. Are you a "night owl" (like to stay up late) or an "early bird" (like to get up early)?
  
7. In the middle of a 1½ hour long lunch rush would you prefer to be up front, serving a steady line of guests or running around the kitchen re-stocking and supporting team mates on the line? Why do you prefer that role?

8. On a scale of 1 to 5 with 5 being the best, how would you rate your skills with computer programs and apps:

\_\_\_\_\_ MS Excel

\_\_\_\_\_ Twitter, Snapchat, Facebook etc.

\_\_\_\_\_ MS Word

\_\_\_\_\_ MS Outlook/Gmail

9. What is the greatest accomplishment in your life so far – what took the most effort and determination?

10. If you could have any job in the world, what would it be?

11. What do you think are the 4 most important things we're looking for in a person?

12. Rank the following items according to what's most important to you in a job.

#1 is most important to #6 least important in this list

\_\_\_\_\_ Good People

\_\_\_\_\_ Flexible Scheduling

\_\_\_\_\_ Busy Place

\_\_\_\_\_ Opportunity to Advance

\_\_\_\_\_ Learn New Skills

\_\_\_\_\_ The Pay

13. What motivates you to help other people and/or to care about your job?

14. What would it take from us, to earn your loyalty and commitment to our company and its objectives?

15. In eight (8) words or less tell us why we would be foolish not to interview you?

16. How many hours per week are you interested in working and what scheduling requirements or other commitments do you have?

Thank you for taking the time to fill out this application, we know it's a lot. We'll review it and may call to set up an interview. Have a great day!



## About Our Company

**We are looking for people** that have a genuine desire to please others, that are honest, and that know how to work. We are a small restaurant and require people that are willing and able to play all our positions; from enthusiastically serving BBQ to 100 guests at lunch, to prepping for the next rush, to the clean-up of washing dishes and floors. This is hard work and you will have to maintain a high energy level and positive, outgoing attitude to make it here.

KT's is open from 11 am to 8 pm Monday thru Saturday (closed Sundays). Shifts range from 4 to 8 hours beginning as early as 8:00 a.m. and finishing between 8:30 and 9 p.m. The job requires the ability to lift and carry cases of meat weighing 70 to 80 pounds. Additionally, we are always seeking long term relationships with everyone who comes in contact with our business including the people who work for us, therefore *we are looking for people who will commit to working regular shifts for at least a full year.*

**If you are hired** we will spend the time to thoroughly teach you about our company and its values, as well as teaching you the knowledge and skills to expertly do the job. We'll pay you a premium wage, plus tips and meals, are able to schedule around your life, and will provide the learning and opportunity to advance as we grow. Most people that we hire, love working here and often stay for years.

If working here sounds good to you, we encourage you to fill out this application and turn it in to a manager (keep this page). Tip: Full and complete answers on the application give us a better idea of who you are and why you would be a good fit, while lots of short answers usually aren't even called for an interview.

**If you are called for an interview here are some tips on what impresses us.** Be 5 minutes early. Look like you've taken the time to make yourself look nice. Smile often, maintain eye contact, be outgoing, and use "Please" & "Thank You" as if you've used them your whole life. Be prepared to freely talk about yourself and your life experiences.

Be prepared to tell us why you want to work for us, and what attitudes, skills or interests you have that would make you successful here (you could even put these things in a short letter). Bring along a typed sheet of past jobs or activities including names and phone numbers of people we may call. In short, show us how interested and well suited you are to work here.

## KT's Job Descriptions

### **Crew Member      We hire for this position**

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**\$8.10-\$10 per hour + \$4-\$6 per hour tips: Scheduled 15-30 Hours/Week**

**The Job:** Simple! Work hard, work fast, make BBQ, serve guests and clean up.

**What you gotta have:** Every day, be on time, ready to learn and to work, have a positive attitude and a genuine desire to please guests and co-workers alike.

### **Key Crew      We will promote or hire shift manager candidates at this position**

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**\$9.00-\$11 per hour + \$4-\$6 per hour tips: Scheduled 15-30 Hours/Week**

**The Job:** Being the best / being a model for others in appearance and attitude, at prep, guest service, opening and/or closing duties and clean up.

**What you gotta have:** In addition to that positive attitude and desire to please others, 100% dependability (in attendance and performance), loads of hustle (does 1 ½ times the work of a crewmember during a shift), an expert in prep, menu knowledge, guest service, fielding catering calls, and opening and/or closing duties. See what needs to be done and does it without fuss or need for attention.

### **Shift Manager      We usually promote for this position**

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**\$10-\$13 per hour + \$4-\$6 per hour tips: Scheduled 25-35 Hrs/Week**

**The Job:** Being in charge of running shifts. Leading other people to efficiently getting the work of the shift done, prepping food, serving guests and cleaning up according to beliefs and standards. Being in charge of opening and/or closing the restaurant and doing the daily bookwork. Being a secondary trainer of new crew.

**What you gotta have:** Plenty. Not only are you dependable and an expert in all the routine daily jobs and tasks and have that positive, please others attitude, but you are able to combine these skills to lead & delegate to others by working the hardest, and supporting and encouraging your crew in their jobs. You must make a commitment to this company and buy into our beliefs and goal 100%. Personality traits: honest, quick learner, enthusiastic and self-confident.