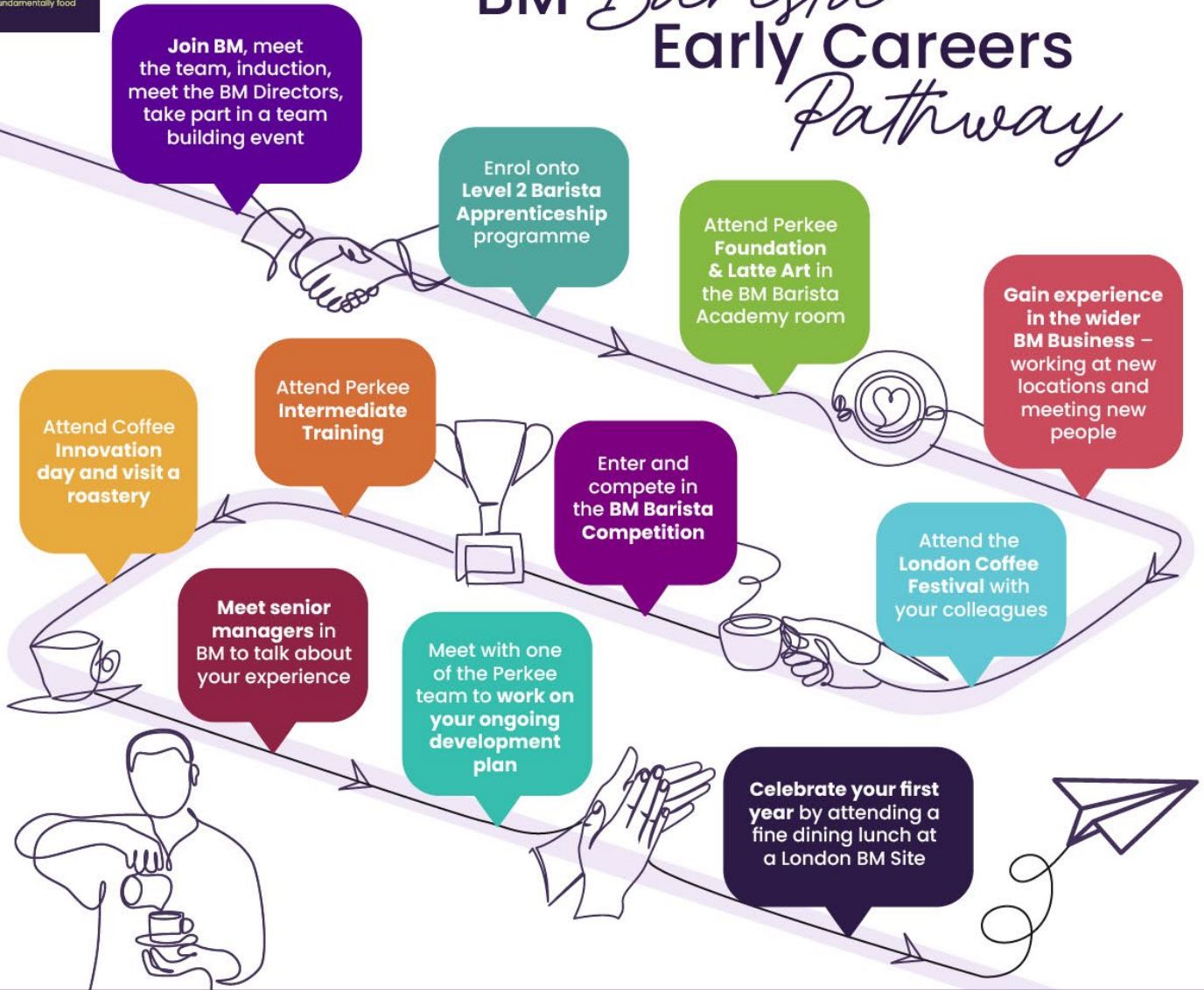


BM Barista Early Careers Pathway



Exciting Career Opportunities

Senior/Head Barista

Café Supervisor

Continue studies to levels 3 and 4

Departmental or Site Manager

Join the Perkee Team

Become an Auditor

Become a Trainer

Deputy Coffee Brand Manager

Continue studies to level 3 and Level 4

Move into a supporting/ Administrative role

Join the Marketing/ Finance/ Sales team

People & Talent

BM *Barista* Early Career Pathway

When you join us, you will spend your first month getting to know your team, your site and your manager. You will be given a full company induction and will be invited to our “Meet the Directors” session. On the job training will commence from day 1, including access to our full suite of online learning opportunities.

In month 2, you will be enrolled onto the Hospitality (Barista) Team Member Level 2 Apprenticeship, where you will develop the skills you need to excel in your role. Representing an £4,000 investment in your development, the course will typically take 12-18 months to complete

We will celebrate the end of your first 3 months making sure you are publicly welcomed into our business on our internal communications app Yapster, and our external social media channels.

During months 4-6 you will be invited to attend our Perkee Foundation and Latte Art classroom training sessions in our dedicated barista academy room in the heart of London

After you have completed 6 months, you will begin to gain experience in a variety of BM Locations, applying your skills in different ways and meeting new people along the way

You will also be invited to attend the London Coffee Festival, and be able to enter and compete in our annual BMBC (BM Barista Competition)

During months 6-12, you will be invited to attend the Perkee Intermediate Barista training session, to attend coffee innovation days, and to join a group visit to a roastery

At the end of your first year, you will be invited to attend a celebratory fine dining lunch at one of our London sites

As you complete your Level 2 NVQ course, it will be time to think about your next steps. You will be invited to say hello at a senior manager meeting to help you to understand other aspects of the business.

We will also facilitate a meeting with one of the Perkee team to help you to create your ongoing personal and professional development plan.

You will be eligible to attend our Advanced Barista training sessions, and make use of various development opportunities at level 3 – career pathways open to you at that point include Senior/Head Barista, café supervisor - Manager –
Join the Perkee Team – become an auditor – become a trainer

You may also wish to take your career in a different direction such as business administration, sales and marketing, or finance – working in contract catering for a large group such as WSH provides many and varied options for development.