



CAREERS

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<<Now hiring for our 2301 K Street location in Midtown Sacramento to open this Spring!>>

Burger Patch is on a mission to deliver Convenient Consciousness. We're not your typical burger joint. Serving a 100% plant-based quick-serve menu, featuring modern ingredients, we're aiming to make it simple for us all to nudge in a more conscious direction, one nostalgic burger at a time.

Burger Patch is looking to hire driven individuals to be at the center of a fast-growth opportunity. The ideal candidates will have a desire to grow with us, a customer-focused demeanor and an entrepreneur's mentality. We're looking for partners that have the vision, creativity, work ethic and passion to lead change and succeed as a team. Together, we have an opportunity to reshape the way people think about and consume the all-American meal.

The following positions are currently available:

[PATCH GRILL SPECIALIST](#)

[PATCH EXPERIENCE SPECIALIST / BURGER ARCHITECT](#)

[ASSISTANT PATCH MANAGER / MANAGER IN TRAINING](#)

Benefits

Our exceptional Team Members are part of our family and they are the "secret sauce" to what makes our entire operation a one-of-a-kind experience. We are passionately committed to investing in every Team Member and showing our gratitude for their contributions. Just like our restaurants, our top tier compensation and benefits program will always be above and beyond the industry standard!

Full-Time (Avg. 30 hours/week)

- New Team Members start at \$13.50/hr and are eligible for overtime and holiday pay when applicable.
- Medical, Dental, and Vision benefits for Team Member and eligible dependents.
***We cover up to 80% of a Team Member's individual monthly medical plan premium!**
- Free meals while on shift
- 50% employee discount on non-workday meals





- 20% discount on Burger Patch merchandise
- Commitment to connection – Sponsored events including holiday party, tickets to sporting events, community give-back events, team building outings and more...
- Holiday schedule – Closed on Thanksgiving and Christmas
- Paid time off (1-2yrs: 1wk / 3-5yrs: 2wks / 6-10yrs: 3wks / 10+yrs: 4 weeks)
- Paid sick days (6 days per year)
- Employee Rewards
- Referral Bonus Program
- Flexible hours

Part-Time (Avg. <30 hours/week)

- New Team Members start at \$13.50/hr and are eligible for overtime and holiday pay when applicable.
- Access to dental and vision benefits
- Free meals while on shift
- 50% employee discount on non-workday meals
- 20% discount on Burger Patch merchandise
- Commitment to connection – Sponsored events including holiday party, tickets to sporting events, community give-back days, team building outings and more...
- Holiday schedule – Closed on Thanksgiving and Christmas
- Employee Rewards
- Referral Bonus Program
- Flexible hours

Opportunity

We don't just offer jobs, we build careers! No matter what the starting point, we believe it is our responsibility to ensure every Team Member is empowered and presented with a path to build forward. Our growth philosophy is advancement from within and we are committed to investing in our entire team to help them achieve their career AND life goals.

Development

- On-going employee training program designed to prepare team members at ALL levels for promotion and advancement,
- Professional training/experience in leadership, face-to-face communication, and customer service. Valuable skills that will help you at work and in life.





- “Best judgement” decision making. Our culture empowers Team Members to use their best judgement to solve a variety of challenges on their own without the need to ask for a manager’s approval.

Growth & Advancement

- Tiered pay scale offers team members a structured path to earn more within each position as they gain experience and exceed expectations
- We are on a mission to open many new restaurants and are committed to always hiring restaurant leadership from within
- Flexible work schedules available so you can continue working to achieve your goals beyond the job. Balance work, school, and life.

Positions Available

If you think you would be a good fit for us and vice versa, we would love to meet you! We are currently hiring for:

Patch Grill Specialist

Responsibilities:

- Expertly prepare all Burger Patch menu items to the Burger Patch standards for quality, speed, presentation, and freshness
- Possess in-depth knowledge of all menu ingredients, and recipes for consistently accurate results
- Ensure the safety of our guest by knowing and following all food safety standards
- Always operate all kitchen equipment properly and safely to foster a safe environment for self and all other Team Members
- Follow order tickets with care so each guest’s preferences and dietary needs are met accurately on every order
- Keep grill area fully stocked daily
- Consciously minimize food waste to support our mission of sustainability
- Keep floors, counters, and cooking equipment clean at all times
- Follow all processes for food prep, kitchen set-up, and closing procedures
- Complete additional restaurant tasks that may be assigned by management from time to time.
- Ability to arrive for every shift on-time and prepared
- Work as part of a team in a high energy and fast paced environment





- Provide direction and leadership to “order expediting” team members when necessary
- Contribute to a fun, collaborative, and innovative work culture

Qualifications:

- Able to lift up to 35lbs
- Ability to stand for extended periods of time
- Experience working in a fast paced, high volume kitchen is not required, but is strongly preferred
- Strong verbal communication skills
- Must pass required certifications

[CLICK HERE TO APPLY FOR PATCH GRILL SPECIALIST](#)

Patch Experience Specialist/Burger Architect

Responsibilities:

- Greet every guest with a smile and engage them in a genuine and courteous way
- Ensure that the “Patch Plus Service” standard is always upheld, and every guest experience is personalized and beyond their expectations.
- Have strong grasp on the ingredients and components of each menu item and be able to answer questions and make recommendations for guest
- Accurately input meal orders into POS system and follow all checkout procedures
- Package and fulfill meals for guests
- Consciously minimize food and packaging waste to support our mission of sustainability
- Distribute samples to guests waiting in line to be served
- Know and follow food safety standards to ensure the preparation and delivery of meals is safe 100% of the time
- Prep vegetables, sauces, shakes and burger patties regularly
- Consistently architect burgers that meet the Burger Patch standards for quality, speed, presentation, and freshness
- Communicate respectfully and effectively with teammates especially during busy rushes
- Ability to arrive for every shift on-time and prepared





- Always maintain a safe work environment for guests and teammates by following safety and security standards
- Keep floors, counters, guest areas (indoors/outdoors), and restrooms spotlessly clean at all times
- Keep all areas of restaurant fully stocked daily
- Contribute to a fun, collaborative, and innovative work culture

Qualifications

- Able to lift up to 35lbs
- Ability to stand for extended periods of time
- Ability to learn multiple positions and work them interchangeably
- Strong verbal communication skills
- Must pass required certifications
- Great attitude and effort – we'll teach you everything else!

[CLICK HERE TO APPLY FOR PATCH EXPERIENCE SPECIALIST / BURGER ARCHITECT](#)

Assistant Patch Manager

**Note this position is full-time and will work closely with Burger Patch General Manager to assist with day to day restaurant operations in addition to performing all restaurant positions. This role is designed as a developmental foundation for eventually running your own Burger Patch restaurant.*

Responsibilities:

- Serve as leader to restaurant team by both setting the example and delegating shift related responsibilities as needed
- Ensure all food storage, preparation, and service performed by team members adheres strictly to all local, state, and federal health and safety guidelines
- Enforce company safety/security, anti-harassment, and anti-discrimination policies
- Motivate, coach, and recognize team members throughout the shift to help foster a positive championship environment
- Uphold Burger Patch's mission of sustainability by working with team to minimize waste
- Serve as quality control on the floor as food is prepared for order to ensure the Burger Patch standard is upheld on every outgoing order





- Reinforce direction, procedural tools, and policies set forth by management to fellow team members
- Master all responsibilities and standards of each position in the restaurant
- Ensure team maintains organized work areas and guest areas are always spotlessly clean
- Participate in new hire training program
- Provide feedback to management regarding opportunities for improvement and potential threats to quality and/or safety
- Manage performance and appearance of restaurant team and make recommendations when corrective action is necessary
- Serve as an expert on all menu items, recipes, and processes
- Take an active role in proactively connecting with guests to ensure their experience exceeded expectations
- Address any escalated guest concerns
- Be available for rotating between leading opening (set-up and prep) and closing (breakdown and cleaning) for restaurant
- Lead team meetings/huddles when General Manager is not available
- Manage Team Member break schedule when on shift
- Assist with inventory management

Qualifications:

- Minimum 3 years experience in the food service/hospitality industry
- Experience serving as a shift supervisor or team lead in restaurant or hospitality setting preferred
- Full-time availability including nights, weekends, and some holidays
- Strong emotional intelligence and leadership qualities
- Able to lift up to 35lbs
- Ability to stand for extended periods of time
- Ability to learn multiple positions and work them interchangeably
- Strong verbal communication skills
- Must pass required certifications

[CLICK HERE TO APPLY FOR ASSISTANT PATCH MANAGER](#)

