

BAKER



Department Food Service

Supervisor Executive Chef

Position Term Late May through mid-September

About Camp Denali Camp Denali is a small, family-run wilderness lodge located in the heart of Denali National Park. The Park Road is temporarily closed at its midway point, meaning that our only access is by air. We are currently operating as a fly-in lodge and we will continue to do so until the Park Road reopens, likely Summer 2027.

About Camp Denali's Culinary Philosophy Camp Denali's cuisine is rustic, yet refined. We produce wholesome, nourishing food, using sustainable practices and highlighting local Alaskan ingredients at every opportunity. We prioritize purchases that come from Alaskan organic farms and businesses; 100% of our guest proteins are sourced within the state, and we grow much of our own produce – specifically greens and herbs – on-site in our greenhouse. We prioritize sustainability and minimize food waste by creatively repurposing leftovers for staff meals. We use storytelling to highlight the use of local Alaskan ingredients and share Camp Denali's ethos, as it relates to food and sustainability.

At Camp Denali, we believe that food fuels morale. We hold our staff meals to the similar caliber as those served to our guests. We create a welcoming dining experience for all by accommodating most dietary restrictions and preferences, commonly including vegetarian, pescetarian, gluten-free, dairy-free, and soy-free diets. Anaphylactic allergies are handled with the utmost precaution and attention to detail.

About Our Team's Work Philosophy The Camp Denali kitchen team values collaboration and teamwork, adaptability, and a proactive attitude towards pitching in and helping others. We are looking for cooks who are eager to tackle every aspect of kitchen work, from preparing plated meals, to unloading cargo, to washing dishes, to scouring the inside of the oven (in fact – one day might include all of these tasks!). We work by the phrase “you never have as much time as you do right now” and aim to pay it forward for our team members by always leaving things better than we found them (i.e. replacing the paper towel roll when you use the last one). We share feedback openly and regularly, troubleshoot collaboratively, and delight in constantly improving our products.

Given the nature of our operation as a fly-in lodge, we are constantly adjusting to changing circumstances – i.e. product not arriving, weather delays in guest departures, etc. – and seek cooks who can be nimble and adaptable. Most of our team members work in multiple roles within food services (i.e. 3 days Baker, 2 days Breakfast Cook) and/or across multiple departments (i.e. 3 days Baker, 2 days Housekeeper).

Position Description The baker is responsible for producing all baked goods for guests and staff at Camp Denali (approximately 60 people per day), including: breakfast pastries, cookies and bars, breads, and plated desserts – each day includes producing at least one item from all of these categories! The baker oversees all aspects of bakery operation, including: opening and closing the bakery, washing their own dishes, executing daily deep cleaning tasks, maintaining stock of supplies, and setting the next day's baker up for success. Bakers at Camp Denali operate quite independently, with their own workspace (connected to the kitchen and highly trafficked by other team members) and prep list, managing many projects concurrently (i.e. baking a cake, proofing bread, and scooping cookie dough). To succeed in this role, one must be self-directed in their daily tasks, be highly detail-oriented, and bring top-notch time/space management. Bakery shifts begin at 5 a.m. or earlier, depending on the day's needs.

Our menu development process is highly collaborative, with bakers encouraged to bring refinements to existing recipes and new ideas to the Executive/Sous Chef. Our extensive cache of bakery recipes is the result of contributions from many generations of bakers throughout Camp Denali's history; we'd love for you to be a part of our ever-evolving story.

Compensation Pay begins at **\$21.00 per hour / \$31.50 per OT hour / \$215.25 per 9.5-hour day**. Camp Denali may pay higher wages based on seniority with Camp Denali and level of skill. Gratuities are pooled and divided equally among all staff, amounting to approximately \$800/person/month.

- Room and professionally prepared meals are provided free for the summer.
- This position is eligible for a travel stipend, which is dependent upon a person's location at the start of each season. Travel stipend specifics are outlined in the employment policy handbook of DNPWCL.
- A retirement savings option is available beginning in the third year of employment via a SIMPLE IRA; the employer provides an annually revised contribution of up to 3%, which may be dependent on employee participation.

Major Functions

Food Preparation

- Prepare all baked goods, including: breakfast pastry (muffins, scones, laminated pastries), breads (sandwich bread, baguettes, focaccia, sourdough loaves), cookies and bars, and plated desserts (cakes, tarts, ice creams, sauces, garnishes).
- Prepare special options for dietary restrictions, including gluten-free and dairy-free baked goods.
- Scale recipes to achieve appropriate yield and minimize food waste.
- Make bases and spin ice cream and/or sorbet, maintain sourdough starters, and maintain/rotate stock of all bakery supplies.
- Assist with various prep tasks, as assigned by the Executive/Sous Chef.

Communication

- Provide instructions for the dinner cook and assistant cook concerning the plating and garnishing of dinner breads and desserts. Communicate with the next day's baker regarding needs.
- Bring new menu ideas, and refinements to existing menus, to Executive Chef, as desired.
- Communicate issues and proposed solutions to the Executive Chef, as needed.
- Address dining room to introduce baked goods to guests, sharing Camp Denali's culinary philosophy and highlighting Alaskan ingredients.

Cleaning

- Wash dishes, execute daily and weekly deep cleaning tasks, and steward bakery organization/cleanliness.
- Clean, organize, and rotate stock in baker's fridge and warehouse; identify leftovers for use in staff baked goods, when applicable.

About You

- **Interest:** You bring a genuine desire to live and work in a remote, self-sufficient, small community setting.
- **Education/Experience:** A solid educational and/or experiential background in baking is essential, including a minimum of two years of professional bakery/pastry experience.
- **Baking Know-How:** You have experience and demonstrated skill creating a wide range of baked goods, including breads, pastries, cookies, and plated desserts. Proficiency in a variety of baking disciplines is desired, though we are happy to support further education in an area that might be a gap. Particular skills/specialities are celebrated and often showcased on our menu. Experience accommodating a range of dietary restrictions (including gluten-free and dairy-free baking) is a plus. Experience with sourdough is a plus.
- **Volume Production and Portion Control:** You have experience and demonstrated skill baking for groups ranging in size from 10 to 60+ people, as well as proven ability to scale recipes accurately and adjust portion size to minimize food waste.
- **Eye for Excellence:** You are attentive to details and motivated to constantly improve products.
- **Equipment Use:** You are able to operate a variety of equipment, including: industrial mixers (20-40 quarts), deck oven, convection oven, dough sheeter, ice cream machine, and bread slicer.
- **Independence and Time Management:** You are able to write your own prep list and prioritize tasks/manage time across a day, building in time for dishwashing and cleaning projects. You are able to manage multiple projects concurrently.

- **Adaptability:** You have a desire to contribute where needed and adjust plans according to the team's needs. You're eager to troubleshoot collaboratively, set a plan of action, and move forward together.
- **Lifelong Learning:** You are committed to growth and actively seek out learning opportunities. You are eager to try new things, fail, and try them again.
- **Mentorship and Guidance:** You desire to receive supervision and mentorship, and are open and comfortable receiving feedback and guidance.

Working Conditions, Physical Demands & Other Requirements Physical demands include lifting/carrying 50# sacks, moving heavy trays of product, being on one's feet for long periods, loading/unloading heavy objects from hot ovens and dishwashers. Someone in this position will be exposed to cleaning compounds (we strive to use as many environmentally friendly cleaning products as possible), and a hot/humid environment at times during the workday. All staff are required to have a current Alaska Food Worker card (online, on-demand, valid for three years).