

District Manager

About honeygrow

honeygrow is a thriving Philadelphia-based fast-casual restaurant with a growing number of locations in the mid-Atlantic and northeast regions. Founded on the principles of bringing people together over quality, wholesome, and simple foods, honeygrow remains committed to its roots. Yet it's our key ingredient – our team – that truly propels and differentiates us in becoming a sustaining, great brand. We believe that our team members are the heart and soul of honeygrow, driving our success and embodying our core values of grit, pride, compassion, and focus. At honeygrow, creating and building a distinctive brand is in our DNA. As a company on the cusp of substantial growth, we are looking for like-minded individuals who share our passion and values to join us in shaping the future of honeygrow. We invite you to be a part of our story and contribute to our journey as we continue to redefine the fast-casual dining experience.

honeygrow's success depends on our people. Our restaurants can only prosper and provide opportunities for employment and growth when we continually improve ourselves, and the work we do. We believe that a commitment to uncompromising values and integrity should always support our decisions and actions as we pursue our goals. The following Core Values will guide our team as we move forward:

- Work hard at work worth doing
- Your work directly betters people's lives and happiness
- Enlighten each other to enlighten our guests
- Always be learning, always be improving
- Be mindful of your surroundings
- Exceed expectations

Benefits

- **Paid Time Off:** Enjoy earned paid time off and one week of sick time granted annually.
- **Holiday Closures:** Closed on Thanksgiving, Christmas, New Year's Day, Memorial Day, Fourth of July, and Labor Day.
- **Financial Wellness:** 401(k) with company match and free financial wellness counseling.
- **Insurance:** Medical, Dental, Vision, FSA, Commuter Benefits, and Pet Insurance for qualifying employees.

- **Wellness, Perks, & Discounts:** Health resources and exclusive savings on entertainment, shopping, and hotels.
- **Meal Benefits:** Free shift meals and discounts on meals and drinks on your days off.
- **Competitive Pay:** Earn competitive wages, with instant access to your earnings via DailyPay.
- **Performance Reviews:** Annual performance reviews with merit increases for qualifying employees.
- **Referral Bonus:** Earn up to \$500 for referring a friend.
- **Anniversary Gifts:** Celebrate your work anniversaries with special gifts.
- **Career Growth:** Opportunities for advancement and training in culinary and hospitality.

Roles and Responsibilities

- Successfully oversee multiple honeygrow locations and keep our hg Engine working at full speed. This includes ensuring our food, service and teams are delivering superior product and service all the time.
- Lead from the front & model hg culture through working with teams in restaurants before, during, and after peak service times, jumping in during rushes, performing structured visits, etc.
- Cultivate a network of Elite GMs, and support GMs in building teams of all top performers empowered to achieve hg Standards.
- Oversee training progress by ensuring GMs complete Team Member cross training advancement and performing station certifications on a weekly & monthly basis.
- Partner with GMs to complete a bi-weekly DM Walk-Thru, ensuring hg Standards for prep, food safety practices, brand and facility maintenance are 100% to standard.
- Lead weekly structured communication with GMs to set goals and focuses for the week. Lead monthly district meetings with GMs and attend monthly Operations meetings.
- Attend two restaurant management meetings per week to support, celebrate and coach to weekly focuses within restaurant, district, or company.
- Accountable for key metric reports, that drives top and bottom-line performance. This includes P/L, forecast tools, mystery shopper, third-party health department results, etc.
- Ensure employees are following hg policies and procedures, all federal state and local laws, and any pertinent health sanitation and safety protocol and standards.
- Fully comprehend and be able to perform every station in the restaurant and be trained on

all functions through the District Manager level.

- Oversee New Restaurant Openings with a specific focus on recruiting, training, and community.
- Develop internal succession plans and maintain a bench of managers at all levels by completing in-person MIT validations.

Requirements

- Must be at least 18 years of age.
- Must be able to meet the scheduling needs of the restaurant.
- Minimum of three to five years of food related managerial experience.
- Multi-unit restaurant management experience required.
- Restaurant development and opening experience preferred.
- Must possess a valid driver's license and access to an automobile for daily use.

Physical Requirements

- Must be able to stand and walk for extended periods.
- Must be able to lift and carry up to 50 pounds.
- Must possess close vision, distance vision, and peripheral vision.
- Must be able to frequently bend, stoop, and reach.
- Must have dexterity to handle kitchen equipment.
- Must be comfortable working near open flames.
- Must be able to work in a fast-paced environment with hot and cold areas.
- Must be able to work in tight spaces.
- Must be able to work and communicate effectively in an environment with high noise-levels.

honeygrow is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status., or any other class protected by applicable law. EEO Employer M/F/Vet/Disabled.



If you require reasonable accommodation during any part of the employee selection process or employment process, please direct all inquiries to hr@honeygrow.com.

honeygrow does not accept unsolicited resumes from third-party recruiters or employment agencies and is not responsible for fees from recruiters or other agencies except under specific written agreement with honeygrow. Any unsolicited resumes sent to honeygrow are deemed to be the property of honeygrow, and honeygrow reserves the right to hire those candidate(s) without any financial obligation to the recruiter or agency.