PAPER MILL PLAYHOUSE

FM KIRBY CARRIAGE HOUSE RESTAURANT
at PAPER MILL PLAYHOUSE

Job Title: Barista
Status: Part-Time | Seasonal I Year-Round (as applicable) I Non-Exempt
Location: On-Site – Paper Mill Playhouse (Millburn, NJ)
Reports to: Restaurant & Concessions Management Team

About the Carriage House Restaurant
Paper Mill Playhouse is currently undergoing a $48 million, campus-wide renovation project that includes an $8.5 million renovation and expansion of the F.M. Kirby Carriage House Restaurant - scheduled to open in March as a multi-concept, full-service dining and event venue – as well as multiple theater concessions stands. The Carriage House Restaurant will feature four distinct areas: a main dining room and bar, a smaller dining room/coffee bar, a cocktail lounge, and a flexible event space for up to 100 guests. The restaurant will serve both theatergoers and standalone diners, with expanded opportunities for special events, private functions, catering, and creative programming in collaboration with other departments.

Position Overview
The Barista plays a key role in delivering elevated beverage service across the coffee bar, dining room, and concessions operations. This position blends craft coffee preparation with the speed, accuracy, and guest awareness required in a theater-driven, high volume environment.

Key Responsibilities
Coffee & Beverage Execution

- Prepare and serve espresso-based drinks, drip coffee, sodas, and specialty beverages according to established recipes and quality standards.
- Operate and maintain espresso machines, grinders, brewers, soda fountain and related equipment.
- Ensure consistency in beverage presentation, temperature, and taste.
- Maintain awareness of show schedules to support timely service before performances and during intermissions.

Guest Service & Hospitality

- Greet guests warmly and professionally, creating a welcoming coffee bar experience.
- Answer basic menu questions and provide knowledgeable beverage recommendation.
- Maintain an efficient service pace during peak pre-show and intermission periods.

Operational Support & Teamwork

- Maintain cleanliness and organization of the coffee bar, equipment, and service areas
- Restock cups, lids, milk, syrups, coffee, napkins, and beverage supplies as needed
- Communicate continuously with FOH, bar, concessions, and management teams to support service flow

- Periodically support concessions beverage service during performances and special events
- Maintain cleanliness, organization, and situational awareness throughout service

Qualifications and Experience

- Previous barista or specialty beverage experience required
- Experience in high-volume or fast-paced hospitality environments strongly preferred
- Strong attention to detail and consistency
- Excellent communication skills and team awareness
- Ability to adapt to theater-driven service timing and operational demands
- Commitment to equity, diversity, and inclusion, with the ability to interact effectively with people of different cultures and socio-economic experiences, free from prejudice and aggressions.

Physical Requirements

- Ability to stand and walk for extended periods
- Ability to lift and carry beverage supplies and equipment up to 30–40 pounds
- Availability to work nights, weekends, holidays, and performance schedules

Schedule & Hours Requirements

- This is a part-time position with hours scheduled based on business needs. Schedules may vary throughout the year in response to performance schedules, seasonal activity and special events, and may include days, evenings, weekends, holidays, and performance-related hours.

Compensation

$16.00 - $18.00 per hour plus Tip Pool Share.

Apply

Paper Mill Playhouse is committed to hiring individuals of diverse backgrounds. We strive to provide our staff with a nurturing and inclusive environment, equal for all employees and optimal for their success. Paper Mill celebrates diversity and believes it enriches our work environment and the work on our stage.

To apply, please submit a resume highlighting your relevant beverage or hospitality experience to Recruiting@PaperMill.org with subject line: Barista. No phone calls, please.

About Paper Mill Playhouse

Founded in 1934 and recipient of the **2016 Regional Theatre Tony Award**, Paper Mill Playhouse is an internationally recognized leader in American musical theater and a cornerstone of arts education and access across New Jersey. Each year, Paper Mill produces groundbreaking new works and acclaimed revivals to over 200,000 audience members, while its award-winning education programs reach more than 40,000 students, educators, and families through in-school partnerships, and access initiatives that nurture creativity, build confidence, and cultivate the next generation of theater lovers. The campus also includes the F.M. Kirby Carriage House restaurant and other facilities that support vibrant programming and community engagement across a range of performance and hospitality experiences.

Our Mission

Paper Mill Playhouse entertains, inspires, and enriches lives. As the nation's premier musical theater, we foster a creative environment to advance the art form, educate students, develop future theater lovers, nurture inclusion, and provide access for all.

Paper Mill Playhouse is an **Equal Opportunity Employer** where the spirit of inclusion feeds into everything we do. We are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates. We strive to create opportunities, access, resources, and rewards that are available to and benefit everyone. Paper Mill Playhouse is committed to equal employment opportunity regardless of race, color, ethnicity, ancestry, religion, creed, sex, national origin, sexual orientation, age, citizenship status, marital status, disability, gender equity, gender expression, and veteran status.