

Step 57 · Hiring

Frequently Asked Questions

Where can I find baristas for my business?

Use channels that reach people who can work your actual hours: local hospitality networks, employee referrals, job boards, and your own customer audience. State the duties, schedule, pay, and experience you need. Compare applicants against job-related criteria and check references consistently. If you assess practical skills, arrange a lawful assessment and confirm any pay obligations first. A familiar face or confident interview does not replace checking reliability and service skills.

How should I structure a barista interview?

Explain the real job, schedule, and pay, then ask the same core questions of each candidate. Use examples from your shop: an incorrect order, a busy queue, or a station that needs cleaning. Ask how they would respond and what help they would seek. A practical assessment can show skills, but arrange it fairly and check pay and accommodation requirements first. No single clever question reliably predicts a good employee.

How much should I pay a barista?

Start with current legal requirements and the actual role, then compare similar jobs in your local market. Separate the guaranteed wage from variable tips when explaining the offer. Budget for training, payroll costs, benefits, and any overtime as well as service hours. Use clear criteria for raises and added responsibility. Have your payroll adviser check wage, tip, and recordkeeping rules for your location; another shop's rate or tip arrangement may not apply.

What should I look for when choosing between candidates?

Compare evidence against the job you need done: dependable availability, willingness to learn, service skills, teamwork, and the required technical ability. Ask for concrete examples and use the same criteria for everyone. Coffee experience can help, but it does not replace a good match with the role and training plan. Avoid assumptions based on age, family situation, or personality stereotypes. Check applicable hiring rules and get permission before contacting a current employer.

Educational guidance. Check your own circumstances with the appropriate local professional.