



PT. PUSAT MASYARAKAT AMICORP

Jl. Segara Sungu, Banjar Dinas Penyumbahan, Desa Les,
Kec. Tejakula, Kab. Buleleng 81173

Telp: (0362) 3303706 | Email: info@desalescommunitycenter.org

Website: www.desalescommunitycenter.org

JOB DESCRIPTION

Jabatan	Team Leader
Unit	Bakery & Pastry
Lokasi	AmiMart, Tejakula, Buleleng

Syarat & Kualifikasi (Hard Skills & Pengalaman)

- **Pendidikan:** Minimal SMK atau sederajat jurusan Tata Boga dengan nilai yang baik.
- **Pengalaman Teknis:** Minimal 2–3 tahun pengalaman di bidang bakery/pastry di dapur komersial, kafe, bakery, hotel, atau restoran dengan reputasi yang baik.
- **Penguasaan Operasional Dapur:** Menguasai teknik dasar pembuatan roti (yeast dough), kue (cake/pastry), dekorasi dasar, serta pengelolaan suhu oven.
- **Manajemen Stok & Pembiayaan:** Memahami perhitungan Food Cost, pencatatan stok bahan baku (inventory), dan pencegahan food waste.
- **Standar Kebersihan (Sanitasi & K3):** Menerapkan standar higienitas dapur (FIFO, food safety) secara konsisten.
- **Kemampuan Mengajar:** Mau dan mampu melatih tenaga kerja lokal yang belum berpengalaman agar mencapai standar produksi UMKM.
- **Domisili/Adaptabilitas:** Diutamakan berdomisili di Buleleng/Tejakula atau tinggal menetap di dekat lokasi kerja serta memahami dinamika masyarakat setempat.

Karakter Utama (Soft Skills & Sikap)

- **Jiwa Kepemimpinan Berbasis Lokal (Menyama Braya):** Mampu memimpin dengan mengedepankan asas kekeluargaan dan kesetaraan khas Bali, tanpa menghilangkan ketegasan operasional.
- **Komunikatif & Empatis:** Mampu berkomunikasi dengan bahasa yang merakyat, sabar dalam membimbing staf lokal, serta terbuka terhadap masukan dari tim maupun pemilik UMKM.
- **Proaktif & Problem Solver:** Tanggap mencari solusi saat terjadi masalah harian, seperti keterlambatan pasokan bahan baku atau mati listrik di area pedesaan.
- **Jujur & Berintegritas:** Memiliki komitmen tinggi terhadap kualitas, kejujuran keuangan, serta kebersihan produk (higienitas dapur).
- **Kreatif & Inovatif:** Membuka pikiran untuk memanfaatkan bahan lokal Buleleng (seperti buah-buahan lokal atau gula juruh) menjadi produk bakery bernilai jual tinggi.

Ketentuan Kerja

Jam Kerja	Fleksibel, 40 jam per minggu
Benefit	BPJS, THR, Cuti 14 hari per tahun
Gaji	Sesuai dengan pengalaman dan skillset
Batas Pendaftaran	10 November 2026

Cara Melamar

- **Kirim CV melalui email:** hr@desalescommunitycenter.org
- **Atau bawa langsung lamaran ke:** Amisewaka-DLCC, Jl. Segara Sungu, Desa Les, Tejakula

Informasi lebih lanjut dan cara melamar: www.desalescommunitycenter.org



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JOB DESCRIPTION

Position	Team Leader
Unit	Bakery & Pastry
Location	AmiMart, Tejakula, Buleleng

Requirements & Qualifications (Hard Skills & Experience)

- **Education:** Vocational high school (SMK) or equivalent in Culinary Arts, with good grades.
- **Technical Experience:** Minimum 2–3 years of experience in bakery/pastry in a commercial kitchen, café, bakery, hotel, or reputable restaurant.
- **Kitchen Operations:** Proficient in basic bread making (yeast dough), cakes/pastry, basic decoration, and oven temperature management.
- **Stock & Cost Management:** Understands food cost calculation, raw material inventory records, and food waste prevention.
- **Hygiene Standards (Sanitation & OHS):** Consistently applies kitchen hygiene standards (FIFO, food safety).
- **Teaching Ability:** Willing and able to train inexperienced local staff to reach small-business (UMKM) production standards.
- **Residence/Adaptability:** Preferably based in Buleleng/Tejakula or living near the workplace, with an understanding of local community dynamics.

Key Character (Soft Skills & Attitude)

- **Locally Rooted Leadership (Menyama Braya):** Able to lead with the Balinese spirit of kinship and equality, while maintaining operational firmness.
- **Communicative & Empathetic:** Communicates in a down-to-earth manner, is patient in coaching local staff, and is open to feedback from the team and UMKM owners.
- **Proactive & Problem Solver:** Quick to find solutions to daily challenges, such as delayed raw material supply or power outages in rural areas.
- **Honest & Full of Integrity:** Strongly committed to quality, financial honesty, and product hygiene (kitchen cleanliness).
- **Creative & Innovative:** Open-minded in using local Buleleng ingredients (such as local fruits or gula juruh) to create high-value bakery products.

Employment Terms

Working Hours	Flexible, 40 hours per week
Benefits	BPJS, THR (holiday allowance), 14 days annual leave
Salary	Commensurate with experience and skillset
Application Deadline	10 November 2026

How to Apply

- **Send your CV by email to:** hr@desalescommunitycenter.org
- **Or submit your application in person at:** Amisewaka-DLCC, Jl. Segara Sungu, Desa Les, Tejakula

For more information and how to apply: www.desalescommunitycenter.org