

How to apply?

- Navigate to our website, www.black-water-bakery.com
- Select the “**Careers**” link from our homepage
- Complete our, “**Black Water Bakery Employee Application**”
- We’ll be in touch!



Job Title: Baker / Pastry Chef

Location: Cambridge, Maryland

Employment Type: Full-Time

About Us

Black Water Bakery is a locally owned, community-driven bakery with a passion for handcrafted breads, pastries, and sweets made from scratch. In addition to our baked goods, we proudly serve fresh breakfast and lunch offerings paired with thoughtfully crafted coffee and espresso drinks, making us a go-to spot from morning through afternoon. Known for our quality, creativity, and welcoming atmosphere, we take pride in being a place where neighbors gather, meals are enjoyed, and great food and coffee bring people together.

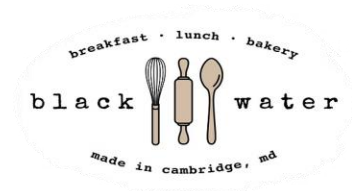
Role Overview

We are seeking a skilled and passionate Full-Time Baker/Pastry Chef to join our growing business. This role is ideal for someone who takes pride in their craft, values consistency and presentation, and enjoys contributing creative ideas. You will be responsible for producing a variety of baked goods daily—from artisan classic breads and pastries to custom cakes and seasonal desserts—while maintaining the high standards our customers expect.

You’ll work in a spacious, well-organized area equipped with state-of-the-art baking and pastry equipment, designed to support efficiency, creativity, and quality at every stage of production. This role plays a key part in shaping our menu, delighting our guests, and supporting the overall success of the bakery.

Key Responsibilities

- ☐ Prepare, bake, and finish a wide variety of products including breads, pastries, cookies, cakes, and specialty desserts



- ☐ Decorate cakes, cupcakes, and desserts with attention to detail, consistency, and visual appeal
- ☐ Assist in developing new recipes and seasonal or holiday offerings that align with the bakery's brand and customer preferences
- ☐ Ensure all baked goods meet quality, freshness, and presentation standards before being offered for sale
- ☐ Maintain a clean, organized, and sanitary kitchen in compliance with food safety and health regulations
- ☐ Monitor inventory levels, rotate ingredients properly, and minimize waste
- ☐ Collaborate with front-of-house and kitchen staff to support smooth daily operations and timely production
- ☐ Follow established recipes and procedures while also contributing creative ideas when appropriate

Qualifications & Skills

- ☐ Strong knowledge of baking and pastry techniques
- ☐ Experience with dessert, pastry and cake decorating preferred
- ☐ Creative mindset with a passion for producing visually appealing, high-quality baked goods
- ☐ Ability to work efficiently and independently in a fast-paced, small-team environment
- ☐ Strong time-management skills and attention to detail
- ☐ Understanding of food safety practices; food handler certification preferred or willingness to obtain
- ☐ Reliability, professionalism, and a positive, team-oriented attitude

Why Join Black Water Bakery

- ☐ Be part of a close-knit, supportive team in a popular local bakery
- ☐ Competitive compensation based on experience and skill
- ☐ Benefits package available for full-time team members
- ☐ Flexible working hours that support work-life balance
- ☐ Conveniently located in a vibrant, community-centered area
- ☐ Work in a creative environment where your skills and ideas are valued
- ☐ Opportunity to contribute to menu development and seasonal features
- ☐ Serve a loyal customer base that appreciates quality and craftsmanship
- ☐ Enjoy a workplace rooted in community, creativity, and pride in the product