

# BORING, BLAND & JUST PLAIN BAD:

## It's Time to Spice Up the Job Description

Read any good job descriptions lately? Didn't think so.

From mile-long lists of requirements to insider jargon, the web is loaded with mediocre – or downright awful – job descriptions. The good news is, you can do better.



### THE TYPICAL JOB DESCRIPTION

#### Ingredients for a Typical Job Description:

1. A dash of internal jargon
2. An impersonal flavor
3. Heaps of detailed requirements
4. A bunch of unappetizing demands

Of course you want to address the physical demands of the job, but this reads like a legal disclaimer and isn't even customized to the position. Plus, most people actually prefer to stand while cooking.

**1. Asst Cook Dietary**  
Nexxt Hospital Center  
Job ID: 81913-D  
Department: DIET SERV

There's nothing more impersonal than referring to someone in the third person.

**2.** The Cook performs a wide variety of tasks in the preparation and cooking of food in the hospital's main dining facility, using and following standard practices and procedures.

- 3.**
- Minimum of two (2) years culinary experience, with both cold and hot food production in a high-volume facility OR one (1) year experience combined with certificate in Culinary Arts required.
  - Ability to prepare quality food in sufficient quantities to cover all service requirements.
  - Must have knowledge of cooking techniques, including but not limited to sauté, braise, stir-fry, roast, bake, fry and steam.
  - Participates in the process of ordering supplies.

In other words: Orders supplies.

- 4.**
- Ability to perform work that requires standing for long periods and lifting of patients and/or equipment up to 20 lbs.
  - Ability to work well under time constraints in a fast-paced environment.
  - Ability to deal with stressful situations.

### THE BETTER JOB DESCRIPTION



NEXXT Hospital Center

#### Assistant Chef

At Nexxt Hospital Center, we combine the latest technology with a commitment to old-fashioned caring to give patients the best possible outcomes.

We're looking for an experienced, reliable Assistant Chef to join our outstanding Dietary Team.

#### What you'll be doing:

By providing healthy, nourishing meals to our patients, staff and visitors, you'll play an integral part in fueling the care and healing that happens here.

#### The most important skills and qualifications you can bring to this position include:

- At least two years of relevant experience in a professional kitchen. Extra credit for hospital, college, large-scale catering or other high-volume service experience.
- A knack for making tasty food, and lots of it, within a structured schedule and budget.
- Great people skills that shine in a team environment.
- Impeccable food handling and sanitization practices.

We offer a comprehensive benefits package for full-time employees and a positive, employee-focused culture. And if you're into giving back, we have a partnership with a local soup kitchen that allows you to spend a paid shift volunteering your services.

If this sounds like a place for you, we'd love to hear from you.

#### Recipe for a Better Job Description:

1. Start with a clear summary of the company and the position.
2. Add in your desired skills and qualifications.
3. Then, reduce to the top 3-5 requirements.
4. Set aside nice-to-haves that aren't critical to doing the job.
5. Incorporate a fresh way of saying things.
6. Sprinkle a flavor of the company culture.
7. Top with your most generous employee benefits and serve.

### BETTER JOB DESCRIPTIONS MAKE THE HIRING PROCESS EASIER

Source: Broadbean



Company logos or slogans can increase applications by

**13% - 21%**

Postings that include compensation (even a range) get a higher rate of applications.



Job postings with video icons are viewed **12%** more than postings without video.

