



WALT'S LYNWOOD MARKET

Family Ties, Inc.

4759 Lynwood Center Road NE · Bainbridge Island, WA 98110

Job Description: Associate

Part-Time · Non-Exempt, Hourly · Reports to Store Manager

About Walt's

Walt's Lynwood Market has served Bainbridge Island since 1992. Family-owned and community-driven, our store anchors the Lynwood Center neighborhood with a fresh deli, craft beer and wine, organic groceries, and a growing island delivery program.

Walt's is entering its next chapter, and we are looking for friendly, reliable Associates who want to be part of a small, neighborhood-focused team.

The Role

Associates are the heart of the customer experience at Walt's. Working alongside the Store Manager and fellow Associates, you will keep the store stocked, clean, and welcoming; ring up customers with care; and play a daily role in why people love shopping with us. This is a hands-on, on-your-feet role for someone who enjoys people, takes pride in good work, and shows up reliably.

Location	4759 Lynwood Center Road NE, Bainbridge Island, WA 98110
Schedule	Part-time, 15 to 29 hours per week; includes evenings, weekends, and holidays
Status	Non-exempt, hourly
Reports to	Store Manager
Pay range	Washington State minimum wage up to \$25.00 per hour, depending on experience
Start date	Open until filled

Key Responsibilities

Customer Service

- Greet every customer warmly and make them feel welcome.
- Answer questions, help locate items, and offer recommendations.
- Operate the cash register accurately; process payments and returns per store procedure.
- Bag groceries with care and offer assistance to the car when appropriate.
- Handle customer feedback with patience; escalate concerns to the Store Manager when needed.

Stocking, Receiving & Merchandising

- Receive vendor deliveries; verify counts and quality against invoices.
- Stock shelves, coolers, and displays; rotate product to maintain freshness (FIFO).
- Keep aisles, endcaps, and the back room organized, clean, and uncluttered.
- Help build attractive displays with guidance from the Store Manager.

Deli & Food Handling

- Assist with light deli prep, slicing, sandwich-making, and case stocking.
- Follow all food-safety rules, including handwashing, glove use, temperature checks, and date labeling.
- Maintain a current Washington Food Handler's Permit (provided or reimbursed per handbook policy).

Cleaning & Store Standards

- Maintain a clean, safe, well-stocked sales floor at all times.
- Clean spills immediately and post wet-floor signs.
- Wipe down checkout stations, deli surfaces, and high-touch areas regularly.
- Take out trash and break down boxes per store procedure.

Cash Handling & Compliance

- Sign in and out of an assigned register; follow all cash-handling procedures in the Employee Handbook.
- Verify customer ID for age-restricted purchases per Washington law.
- Complete Mandatory Alcohol Server Training (MAST) prior to ringing alcohol sales (Associates age 21+).
- Route alcohol, tobacco, and vapor sales to a 21+ Associate or the Store Manager if you are under 21.

Qualifications

Required

- Minimum age 16. Associates under 18 are subject to Washington labor-law restrictions on hours and duties.
- Reliable attendance and a positive, can-do attitude.
- Ability to communicate clearly with customers and teammates.
- Ability to stand for full shifts; lift up to 30 pounds regularly and up to 50 pounds occasionally, with assistance for heavier items.

- Comfortable working a flexible schedule, including evenings, weekends, and holidays.
- Willingness to obtain a Washington Food Handler's Permit within the first 14 days of employment.

Preferred

- Prior customer-service, retail, food-service, or hospitality experience.
- Familiarity with point-of-sale systems.
- Interest in local food, craft products, or community-centered retail.
- Bilingual English/Spanish.

Compensation & Benefits

- Hourly pay range from Washington State minimum wage up to \$25.00 per hour, depending on experience.
- Washington State paid sick leave (per state law).
- 15% employee discount on most in-store purchases, beginning on day 61 of employment. Discount is limited to the employee and does not extend to household members.
- Flexible scheduling within a part-time framework.
- A friendly, supportive, locally-owned team.

Introductory Period & Pre-Employment

The first 90 days of employment are an introductory period for both sides. The Store Manager will check in regularly on your progress, provide feedback, and answer any questions about the role.

Offers of employment are contingent on a successful background check. All employees are required to complete onboarding paperwork, including I-9 verification, and to acknowledge receipt of the Employee Handbook.

Walt's Lynwood Market is an equal opportunity employer.

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