

# RG Bar Services



## New Hire Packet

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# What is a Mobile Bar Service?

Have you seen the 12 person bicycles pedaling around with a bartender in the middle to make everyone drinks? That is not what we do...

While we do go from place to place, we do not do so while serving. Instead, we are more like a caterer that shows up at events, sets up, serves, then breaks down and moves to the next location. The main difference between caterers and us is that we deal only with beverages, mostly alcoholic.

To better explain, imagine an event that takes place in a garden or a social hall that does not have regular alcohol service (such as bars, hotels, museums, etc.). Assume also that the host would like to offer beverage service, anything from a beer and wine only bar, to a full bar. That is when a Mobile Bar Service company is contacted to bring in such a service. There are many reasons to have a company provide the service and not "the neighbor's kid". Among those reasons are: Liquor Liability Insurance, experience, equipment, etc. At that point, different companies offer different services. Some offer just the service, others will also bring the beverages, a few will include servers and the cleaning at the end, etc. At the end, just like in any other industry, a company is hired to provide the service based on reviews, cost, and services offered.

## A little about RG Bar Services

RG Bar Services was first established in December of 2005, and became an LLC in Sep 2017. Our Mission Statement was and still is: "To provide an affordable mobile bar service, while maintaining an exceptional level of high quality customer service." This is not to say that we do not care about the quality of the drinks, but instead that we put a great deal of emphasis on the quality of service given to the clients, their guests, and the venue itself. It is well known that foods and beverages tastes better when the presentation is appealing to the eye. We take it one step further and state that they will taste even better if the overall experience at the bar is positive and fun.

Part of the fun experience at the bar is the welcoming feeling we try to give to all our clients and guests. As such, RG Bar Services fully supports same sex marriages, interfaith unions, and most religions and beliefs.

While RG Bar Services is managed by Roy Givon, a positive attitude is fostered among our bartenders. Every team member is considered equal and the success of our company is dependent on each and every member of our team. We encourage our members to be creative and bring to the table any ideas or suggestions that can help us grow and be improve for the benefits of our clients. We prosper as a whole, when our individuals feel pride and ownership in their work and performance.



# What are we looking for?

Because the success and future of the company is strongly dependent on the team members, it is very important for us that those we hire will be a good fit with the rest of the team. We do not need everyone to agree on everything. We are different from each other and are fully entitled to our opinions, beliefs, and views. With that said, we must be able to work together as a team with a positive attitude toward work and each other, as well as toward the clients and the guests. With that in mind, here are some of the attributes and abilities we are looking for:

1. Must be over 21 years old, preferably under 120 years old
2. Must be in good physical shape and able to carry tables and equipment.
3. Must be able to stand for long periods of time (some event may require 8 hours or more)
4. No existing cases, warrants, or other “run-ins with the law”. Not registered on any list such as “sex offenders”, the “Terror watch list”, etc. on the other hand, if you have small issues such as a speeding ticket from three years ago, that is fine, we all make mistakes. We also fully understand if you are in an open divorce case, custody battles, etc. However, make sure you come clean before we run a full background check.
5. A valid driver license, and the ability to drive and operate vans such as the Chevy Express, Ford Transit, etc. No DUI on record!
6. Having a reliable transportation to get to the different venues. For long distance locations we may carpool, but for most of the San Diego area you will be expected to arrive on your own (unless you find another friendly bartender to share the ride with).
7. Any tattoos or piercing that may be offensive to others should be hidden or covered. For example, a piercing of your belly button or a small star tattoo on the neck is ok, but a large bloody skull on your face will be an issue.
8. Must be able to follow instructions and work with little to no supervision, while upholding the integrity of our business.
9. Must be able to work as part of a team, and follow the instructions of the team leader.
10. Cleanliness is required. Long hair must be pulled together, your clothes should not look like you just came back from a Dune Derby, do not smell from last night’s camp fire, etc. During the event there will be no consumption of alcohol, tobacco, or vapes of any sort.
11. Organized and methodical. Some of the events are very fast paced and we are required to serve hundreds of guests in very short time. In order to succeed in the task, and especially when there are more than one bartender per station, it is imperative that order and organization will always be part of the station. When a bottle is picked up, it must return to the exact same place, the work area must remain clean and clear for work, visually the station cannot be something that guests feel is not proper and clean, etc. This starts at the setup, becomes even more critical during the service, and ends when packing and loading the equipment and by picking up every cap or straw from the floor before leaving the site.

12. Must be reliable and responsible. From being on time and ready for work to being communicative before, during, and after events; From being honest even about mistakes to being liable over equipment and people.
13. While we are a bartending company, and our major service is bartending, once in a while we will also provide other services such as servers, bussers, etc. Being part of the team requires you to be flexible and do other duties as needed. If you want to just work the bar and refuse to help with bussing and such, you will not find a place with us.
14. LEAD Certification is required within 30 days of the first gig with us. Please note, this is a free class given by the ABC (<https://www.abc.ca.gov/programs/Lead%20webpage.html/>)
15. Flexible schedule. Most work is on the weekends, but we do have midweek events. You are not expected to work every day, but the more flexible you are the quicker you can move up to become a Lead Bartender and work independently.
16. Leadership skills are desired to become a Lead Bartender and be responsible over a team of 2 to 10 bartenders (depending on the event). Please note, leadership skills does not mean the ability to “boss people” but the art of motivating people for the greater good and success of the event.
17. Desired to possess self-motivation to go beyond the call of duty and take the service one step above.
18. Past experience is NOT required. If you possess the right people skills, we can teach you about drinks. We cannot make you a people person...

## What can you expect from us?

1. A safe and friendly work environment. The team is comprised of some of the most amazing people. Work is not so much work when you enjoy what you do and are surrounded by people that make it fun.
2. Great experience behind the bar, sharpen your people skills with a collection of guests that changes from event to event, and great exposure to the wedding and event industries. You will also get to visit and work in many venues and locations you may otherwise never get to experience.
3. Flexible work schedule. You can work once a week, or once a month, depending on your availability. This is a great advantage if you make this your second job, during school, etc. You are not forced to work every gig that is offered and you can choose to work more or work less.

# Questionnaire

## Personal Info:

First name: \_\_\_\_\_ Middle name: \_\_\_\_\_ Last name: \_\_\_\_\_

Date of birth: \_\_\_\_\_ Email: \_\_\_\_\_

Primary phone number: \_\_\_\_\_ Secondary phone number: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Languages spoken: \_\_\_\_\_

Facebook ID (optional): \_\_\_\_\_ Instagram handle (optional): \_\_\_\_\_

Other handles (optional): \_\_\_\_\_ Other handles (optional): \_\_\_\_\_

Name your best characteristic: \_\_\_\_\_ Please explain how it comes to play at work:

\_\_\_\_\_

Name your biggest weakness: \_\_\_\_\_ Please explain how will you overcome this issue:

\_\_\_\_\_

Please list any legal issues (past or present, open or close): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Knowledge and skills:

Driver License (car): Yes \_\_\_ / No \_\_\_

Bartending School: Yes \_\_\_ / No \_\_\_

LEAD Certification: Yes \_\_\_ / No \_\_\_ / TIPS or other: \_\_\_\_\_

Other bartending related certifications: \_\_\_\_\_

Bar related training or courses without certifications: \_\_\_\_\_

\_\_\_\_\_

**Bartending experience:**

Please list up to the four most recent past or present bartending experience (it is ok if you have none!):

1. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

**Other work experience:**

Please list up to the four most recent past or present work experience:

1. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

4. Location name: \_\_\_\_\_ Start date: \_\_\_\_\_ End Date: \_\_\_\_\_

Position title: \_\_\_\_\_ May we contact them for referrals? Yes \_\_\_ / No \_\_\_

Supervisor name and contact: \_\_\_\_\_

Tasks and duties: \_\_\_\_\_

\_\_\_\_\_

**Your comments:**

This is your space to make any comments that were not covered in previous section. Anything that you may think is important for us to know and consider, or just something that came to mind...

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**Last, how did you hear of us?**

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# Availability

We are aware that availability is something that changes with time, especially for students. Please do your best to describe your current availability and indicate below if you anticipate upcoming changes. Also, please indicate if you have specific preferences such as “no more than once a week” etc.

Monday: \_\_\_\_\_

Tuesday: \_\_\_\_\_

Wednesday: \_\_\_\_\_

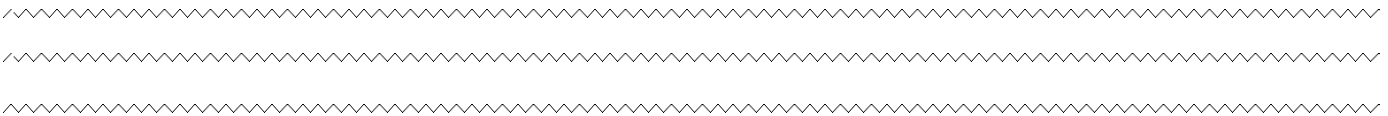
Thursday: \_\_\_\_\_

Friday: \_\_\_\_\_

Saturday: \_\_\_\_\_

Sunday: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



We thank you greatly for your interest in joining our amazing team of bartenders.

Please note that filling out this form is not a guaranty of a job, but a step in the right direction. Openings depend on the season and the needs of the company. We will contact you back within a few days of reviewing this application, whether we plan to move forward with the interview process or not.

Sincerely, your friendly bartender,

*Roy Hivon*