

# Production Teammate

## Job Posting:

655134

Posted On: May 06, 2022 Updated On: May 06, 2022

## Job Description

---

Production Teammate: 50 openings for Cape Seafood LLC which operates Luke's Lobster located at 84 Industrial Park Rd, Saco, ME 04072, Phone: [\(207\) 283-1303](tel:2072831303). Production Teammates directly handle lobster, crab, and other seafood products through the full production cycle including:

1. Fresh processing: Preparing and packaging lobster, crab, and other seafood products that will be sold to customers as raw or frozen seafood requiring further preparation and cooking by the customer OR to be further processed in our Ready-to-eat room, including:
  - a. Feeders: unloading live lobster/crab and sorting live lobsters/crab from dead
  - b. Crab/Lobster Breaking: Separation of live (stunned) lobster/crab into various parts claws/bodies) for cooking based on graded sizes
  - c. Tail/Body Cleaning: Preparation of seafood for cooking by removing dirt/sand/entrails
  - d. Grading: Measuring/weighing various parts of the lobster/crab for precise cooking / sales
  - e. Packing: Packaging the products according to the purchase order specifications. May include weighing, sealing bags, passing through glazing or freezing equipment OR managing the preparation of packaged goods for shipment (organizing freezers/pallets/labels for purchase orders, etc.)
  - f. Cleaning: Collecting and disposing of the debris / bi-products on the production floor without contaminating the products during and post-production
2. Ready-to-eat processing: Preparing and packaging lobster, crab, and other seafood products that will be sold to customers as pre-cooked and ready to eat;
  - a. Piece Processing: Processing various parts of the lobster/seafood bodies
  - b. Pickers: Picking lobster/crab meat from claw/knuckle
  - c. Leg Rollers: Operating machinery to roll lobster meat out of legs
  - d. Claw/Leg Cutters: Operating machinery to score/open the claws of legs for further processing
  - e. Mince/Spin Shell Operation - Operating machinery to process various parts of the lobster/crab to create value added goods
  - f. Data Collection/Weigh Up - Weighing the pieceworkers processed product weights / Using an ipad auditing system to track defects/piecework weights
  - g. Inspection - Inspecting the seafood for defects (shells, cartilage, etc.) prior to packaging, examining the preparation and packaging of lobster, crab, and other seafood products – both ready-to-eat and fresh/raw/frozen products – to ensure compliance with company standard;
  - h. Packing - Packaging the products according to the purchase order specifications. May include weighing, sealing bags, passing through glazing or freezing equipment OR managing the preparation of packaged goods for shipment (organizing freezers/pallets/labels for purchase orders, etc.)
  - i. Cleaning - Collecting and disposing of the debris / bi-products on the production floor without contaminating the products during and post production
3. Sanitation: Cleaning of containers, materials, supplies, equipment, and work area.
4. Packing/Packaging: Designating packaged products (ready-to-eat and fresh/raw/frozen) as finished/ready for shipment; receiving shipments/drops of products ready for inspection and packaging.

A typical work week consists of 40 hours per week, or more (overtime is possible), with multiple shifts available. (note: the total number of 56 hours per week indicated above is misleading, due to the entry of 8 hours for each day of the week into the form, which is necessary because, with shifts typically lasting 8 hours, multiple shifts available, and variations in days off, workers may end up working on any day of the week and there is no specific day(s) when a worker is guaranteed not to work. This position is for 40 or more (40+) hours per week as indicated in the job order). A typical work week consists of 40+ hours, with multiple shifts available. All Production Teammates will have 1-2 days off (varies). Where there are multiple shifts available, Production Teammates may work as early as 4:00 am to as late as 2:00 am.

\$15.40/hr., OT possible at \$23.10/hr.; temporary full-time position (07/20/22-12/16/22). No min. education or experience required; on-the-job training provided; no bonus/benefits. Paid weekly based on workweek computation. Standard payroll deductions as required by law.

Transportation (including meals and, to the extent necessary, lodging) to the place of employment will be provided, or its cost to workers reimbursed, if worker completes half the employment period; the amount for daily subsistence will be at least \$14.00 per day during travel to a maximum of \$59.00 per day with receipts; return transportation will be provided if the worker completes the employment period or is dismissed early by the employer. Reimbursement of visa, border and related fees within one week after start of work. The employer guarantees to offer work for hours equal to at least three-fourths of the workdays in each 12-week period of the total employment period. The employer will provide workers, at no charge, all tools, supplies, and equipment required to perform the job.

Please apply online at the Maine CareerCenter ( <http://www.mainecareercenter.com/>), or inquire about the job at Greater Portland CareerCenter, 151 Jetport Blvd, Portland, ME 04102; Phone: 207-623-7981. Job Order ID: 655134; apply by phone at 207-283-1303, or send your resume and cover letter to [HR@lukeslobster.com](mailto:HR@lukeslobster.com).

## Job Overview

---

### Job Type

Full Time

### Permanent/Temporary

Temporary

### Internship

No

### Shift(s)

Day Shift, Evening Shift, Night Shift, Multiple Shifts Available

### Average Hours Per Week

40

### Overtime

Available

### Affirmative Action Job

No

## Green Job

No

### H-1B, H-2A, or H-2B Recruiting

H-2B Recruitment

### Is there a formal program for training new employees?

No

### Apprenticeship

No

### Remote Available

No

### Travel Required

No

### Is driving an essential function of this job?

No

### Is accessible by public transportation?

No

## Pay Type and Salary

---

### Wage Range

Wage: \$15.40 dollars per hour

## Job Location

---

### Luke's Lobster

84 Industrial Park Road, Saco, Maine 04072, United States

The Luke's Lobster Story Luke's Lobster was born out of the dream of Maine native and third-generation lobsterman Luke Holden to bring the quality, affordable lobster rolls of his youth to the big city. After meeting business partner Ben Conniff on Craigslist, the two twenty-somethings opened their first lobster shack in a 250 square foot space in NYC's East Village in October 2009. Nearly a decade later Luke's Lobster shacks can be found in ten states across the U.S., and in Japan and Taiwan. As part of its mission to serve the best tasting seafood, sourced responsibly, Luke's Lobster built a state-of-the-art seafood facility in Saco, Maine, that allows the company to not only buy lobsters directly from fishermen at the dock but immediately steam, pick, and send them to its shacks to ensure perfect flavor and texture with every bite and transparent sourcing detail for its guests. It's now the only company in America that's both MSC and SQF Level III Certified. In 2018, Luke &

## Contact Information

---

**Morgan Kamensky** , People + Culture Generalist

(207) 283-1303

[hr@lukeslobster.com](mailto:hr@lukeslobster.com)