



CARMENS
GROUP

Join Our Team

SUCCESS STARTS WITH OUR PEOPLE

Erin Simon
Director, People & Culture

Shannon Murray
Sr. Coordinator, People & Culture

Stephanie Reddick
Generalist, People & Culture

Jivan Yacou
Assistant, People & Culture

[CARMENSGROUP.COM/CAREERS](https://www.carmensgroup.com/careers)



Hospitality **Redefined**



We turn ordinary moments into **extraordinary memories.**

Our success starts with our people. Humbled by our history and inspired by our values, we will enrich the lives of our guests, clients, and community by creating extraordinary experiences. We will pursue bold and adventurous growth opportunities while remaining grounded by our roots and true to ourselves.

Our Values



We are Emotionally Intelligent

We are open-minded and listen with empathy. We embrace courageous conversations, delivering thoughtful communications to each other and our guests.



We Execute in Excellence

We create experiences that exceed expectations, delivering results that our team and valued customers rely upon. We are resilient and tenacious in the face of adversity.



We Act with Dignity and Respect

We leverage our diversity and unique experiences to learn from one another and solve problems as a team. We ensure that the integrity of our values is upheld by all around us.



We are Community Spirited and Fun

We lead by example as brand ambassadors in our community. With genuine care for one another, we celebrate wins as a team while ensuring to have fun while on the journey.



We are Dreamers and Imaginers

We take pride in being inventive, curious, and creative. We inspire each other by not setting limits to our ideas and push the status quo.



We are Passionate and Enthusiastic

We show up with confidence, positive energy, and purpose. We have a desire to learn and excel; putting our full heart and soul into everything we do.

More Than A Job

Working with us is more than a job, we're like a second family! At Carmens Group, you'll find a highly inclusive culture that celebrates and encourages individuality and diversity - we value you for you! Our team is light-hearted, fun, and always puts people first.



The Perks



- Recognition programs
- Years of service awards
- Scholarship Programs



- Health and wellness benefits
- RRSP matching



- Team-building events
- Company parties



- Pay on demand
- Hotel and food discounts

Grow With Us



Cross Training

Grow your skillset with the opportunity to try multiple roles within your venue or across the organization!



Internal Hiring

Our team members get guaranteed interviews for any internal positions that become available!



Co-op and Internships

We're here to support our team members as they pursue new fields and career paths!



Company Growth

We're geared towards sharing our brand of inspired hospitality in new markets and in different aspects of this industry.



Ammar Balika

DIRECTOR OF BUSINESS
DEVELOPMENT
STARTED AS A SERVER IN
DECEMBER 2006

When I first started my career with Carmens Group, I was still a student. At that time, I never thought that I would have been able to utilize my university degree and education into a fulfilling full-time career with a local company like Carmens Group. Here I am over 15 years later still loving every second of it!





The Proof Is In The Pics

We pride ourselves on our ability to make work fun and keep you smiling!





Ready to **join us?**

Here's what to expect after you hit "apply"

01

A People & Culture team member will review your resume – we like to consider candidates for more than just the role they applied to!

02

If selected, a People & Culture team member will connect with you to schedule an introductory phone interview.

03

After a successful phone interview, an in-person interview will be scheduled with the hiring manager.

04

For full-time roles, a second interview or project component will be scheduled.

05

Reference checks + offer stage – congratulations you've successfully completed the process! A People & Culture team member will contact you to present your opportunity!