

Job Title: Team Leader

Company: C.L. Thomas Restaurant Holdings LLC – A Proud Whataburger Franchise

Position Overview:

As a Team Leader at one of our franchise locations, you'll balance two key responsibilities: leading the restaurant team and actively participating in daily operations. You'll work hand-in-hand with management to ensure high standards in food preparation, guest service, cleanliness, and team performance. You'll help schedule shifts, train new team members, and provide support to ensure every guest walks away satisfied.

Who Are We:

C.L. Thomas Restaurant Holdings LLC proudly operates as a Whataburger Franchise across the GREAT state of Mississippi. We're more than just a workplace—we're a place where individuals come together as a team to serve our guests and grow together. We believe in doing things the right way, with integrity, heart, and excellence in everything we do. We support growth at every level—from your first day through your entire career with us.

Why Join Our Team?

- **Starting Pay:** \$15+ per hour
- **Flexible Scheduling** (morning, evening, and overnight shifts available based on location and local regulations)
- Meal Discounts During Shifts (50% off)
- Clear Paths to Promotion and Long-Term Growth
- Access to the Whataburger Family Foundation & Scholarship Programs
- **Comprehensive Benefits:** Medical, dental, and vision plans

At C.L. Thomas, our team members are the heart of everything we do. We invest in people who take pride in their work, support one another, and bring positive and drive to each shift. The skills you build here can take you wherever you want to go—within our company or beyond.

Qualifications:

- Minimum age of **18 years**
- High school diploma, GED, or equivalent experience (Preferred)

- At least **6 months** of experience in food service, retail, or hospitality (Preferred)
 - **Valid driver's license** with auto insurance and a clean driving record (driving may be required) (Preferred - if not applicable driving is prohibited)
 - Strong communication, teamwork, and leadership skills
 - Must be able to obtain and maintain required **Food Handler and/or Safety Certifications** as required by local authorities
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Physical & Role Requirements:

- Ability to lift and carry up to 50 lbs.
 - Must be able to stand throughout the entire scheduled shift
 - Engage in tasks that require bending, reaching, lifting, stirring, and carrying
 - Regular use of cleaning solutions, and handling of various food products (including meat, poultry, seafood, and produce)
 - Must be comfortable using restaurant equipment, phones, and computers
 - Frequent handwashing is required to ensure health and safety standards
 - Must maintain proper hygiene
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Important Notes:

This description reflects the core responsibilities of the position but is not an exhaustive list. Duties may shift depending on business needs, staff changes, or other operational factors. Flexibility and a team-first mindset are essential.

Equal Employment Opportunity Statement:

We are an **Equal Opportunity Employer** and fully committed to complying with **Mississippi state labor laws**. We do not discriminate based on race, gender, age, religion, national origin, disability, veteran status, or any other status protected by law. All hiring and employment decisions are made with fairness and in accordance with state and federal regulations.

We adhere to all required employment verification procedures and uphold all legal employment standards set forth by the state of Mississippi.