S.O.T. Systems of Timor
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Rua de Ai Meti Laran, Comoro, Dom Aleixo, Dili

JOB PROFILE

Baker / pastry cook

Padeiru / pasteleiru

Manufacturing & food processing · ISCO-08 7512

Bakers and pastry cooks make bread, cakes, biscuits, pastries and pies. Some also make chocolate and sweets by hand. In a 2022 survey, employers in Timor-Leste named bakery among the jobs where their staff need better skills.

TRAIN IN TIMOR	**Training centre** CNFP Becora teaches bakery
COURSE LENGTH	**To confirm** No published source yet
IN TIMOR	**Skills gap** Enterprise survey 2022
ABROAD	**No official programme yet** Australia PEV: any job, with a job offer
PAY IN TIMOR	**US$276 / month** Average for all craft & trades workers in Timor-Leste, not this job alone (Labour Force Survey 2021)

WHAT YOU DO

Prepare the dough: Check that flour and other ingredients are good quality; Measure and mix ingredients by hand or in a mixer; Knead and shape dough for bread and rolls.

Bake: Put trays in the oven and take them out; Watch the oven heat and how the bread looks, to know when it is ready; Cool the bread and take it out of the tins.

Cakes and sweets: Make cakes, biscuits, pastries and pies; Put glaze, icing or other toppings on baked goods; Make chocolate and sweets by hand with simple tools.

Keep it clean and safe: Check that tools and the bakery are clean before you start; Follow health and safety rules; Clean the tables and tools after each batch.

Based on the ILO description of ISCO-08 unit group 7512, Bakers, pastry-cooks and confectionery makers.

WHERE YOU WORK

Bakeries (Fresh bread every morning); Hotels & restaurants (Bread, cakes and desserts); Cafés & shops (Cakes and snacks to sell); Your own home bakery (Selling at markets and to shops).

Bakers start very early, often before sunrise, so the bread is fresh in the morning. Ovens are hot and you stand most of the day.

Some bakeries in Timor-Leste hire workers from abroad: 25 foreign bakery workers held work permits in 2017. That is work a trained Timorese baker can take.

IS IT FOR ME?

You are good at: Getting up early, Measuring carefully, Keeping things clean, Standing for long hours, Working with your hands.

You like: Bread, cakes and sweets, Making things look nice, A steady routine, Running your own business one day.

Basic maths helps you measure ingredients and work out how much to bake.

TRAIN FOR IT IN TIMOR-LESTE

- **CNFP Becora, Dili** · Teaches bakery and cooking. Certificate level to confirm.
- **No national bakery certificate listed yet** · The published list of INDMO titles has no bakery course, and that list is incomplete.

Course length and fees: to confirm with INDMO and each centre. The directory never shows a number without a source.

WHERE IT LEADS

- **Bakery helper** · Learn on the job from a baker
- **Baker / pastry cook** · Training at a centre such as CNFP Becora
- **Head baker** · Runs the ovens and trains the helpers
- **Your own bakery** · Startups of Timor helps you start one. The government programme names bakery cooperatives as an idea for families.

WORK ABROAD, SAFELY

- **Australia: Pacific Engagement Visa** · No official programme recruits Timorese workers for this job yet. Australia's Pacific Engagement Visa allows any occupation, but you need a job offer first.

Never pay a fixer. Join only through SEFOPE, the Timor-Leste government office for work abroad. No one can sell you a place, and a real overseas job never asks you for a recruitment fee.

SOURCES

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4. SEJT, Labour Market Outlook No. 7, Feb 2018 (foreign work permits 2017) https://www.laohamutuk.org/DVD/2018/LMOFeb2018en.pdf
5. Programme of the IX Constitutional Government 2023–2028, 18 Jul 2023 (bakery cooperatives) https://timor-leste.gov.tl/wp-content/uploads/2023/07/EN-Programa-IX-Governo.pdf
6. Pacific Engagement Visa: any occupation, job offer needed (employer fact sheet 2025) https://pev.gov.au/sites/default/files/2025-02/PEV%20for%20Employers%20Fact%20Sheet_2025.pdf
7. Labour Force Survey 2021, Table 29: average monthly wage of employees by occupation group https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40asia/%40ro-bangkok/%40ilo-jakarta/documents/publication/wcms_863064.pdf

From the Servisu jobs directory. Every figure has a source; "to confirm" means none yet. http://servisu.oftimor.com/jobs-directory/baker-pastry-cook/?lang=en