



Title: Chef de Cuisine

Location: Pickled Fish Restaurant

Department: Back of House at Pickled Fish

Reporting Relationship: CEO > Food and Beverage Director > General Manager > Chef de Cuisine

Supervisory Relationship: Chef de Cuisine > Sous Chefs > Shift Leads > Catering Chef > Hourly Staff

Elevator Pitch

This role is the leader of the kitchen at Pickled Fish. He or She will inspire and lead the team and be the lead on collaborative menu creation. At Pickled Fish we use local ingredients to create an interesting and fun menu. We are located on the 4th floor of the Adrift Hotel and our primary customers are Pacific Northwest travelers who enjoy our ocean views and live music in our fast paced restaurant. This role works under the General Manager and oversees the daily functions of the restaurant to ensure that all guests and employees are taken care of.

Duties & Responsibilities

- Monitor and ensure that product ordering is adequate and appropriate.
- Maintain focus on local food systems and always strive to find more local and sustainable options
- Monitor and maintain appropriate levels of staffing on a daily and weekly basis
- Lead menu planning in collaboration with General Manager
- Work with General Managers recipe and prep organization and writing
- Collaborate with HR on training and retraining needs
- Work with HR and General Manager on hiring needs and interviews
- Monitor and adjust accordingly to meet food cost goals
- Work with HR as needed on disciplinary actions
- Delegate daily responsibilities to the team
- Inventory management
- Monitor quality control of food that leaves the line
- Monitor and adjust organization and efficiency of line
- Maintain a clean and organized kitchen
- Assist General Manager in weekly schedule creation

- Work with General Manager to conduct regularly scheduled BOH staff meetings

Management Duties

- Work on property 40-45 hours per week.
- Respond to emails in a timely manner each day you work.
- Clearly and appropriately escalate and communicate issues through correct channels.
- Be reasonably available to staff by phone.
- Deescalate issues as they arise (staff and guests)
- Arrive on property on time and ready for your shifts.
- Understand and make changes to meet budget and revenue goals.
- Continuously pursue personal growth and the growth of your team with the support of the company.
- At all times communicate in a respectful manner.

Qualifications

- WA food handlers card
- 5+ years restaurant experience in the back of house
- B corp understanding and passion for sustainability
- Great communication skills
- 2+ years management experience
- Able to work ten hour-plus shifts, with extensive standing/walking.
- Ability to lift materials and/or product up to 50 pounds or more.

Average time spent in operations	35-40
Average time spent on admin duties	5-6
FLSA (overtime eligibility)	Exempt
Physically Demanding	95%
Customer Facing	15%
Weekend and evening shifts	Yes

Signature: _____ Date: _____