



Title: Sous Chef

Location: Pickled Fish Restaurant

Department: Pickled Fish BOH

Reporting Relationship: CEO > COO > Executive Chef/General Manager > Kitchen Manager > Sous Chef

Supervisory Relationship: Sous Chef > Shift Leads > Hourly Staff

Elevator Pitch

As the Sous Chef at the Pickled Fish, you will inspire as well as lead the BOH kitchen team with direction and support from your Kitchen Manager as well as the Executive Chef and General Manager. At the Pickled Fish we use local, sustainable ingredients to create a menu that is not only creative but inspires excitement and fun into the dishes. We are located on the 4th floor of the Adrift Hotel and our primary customers are Pacific Northwest travelers who enjoy ocean views and live music. The Pickled Fish is a fast-paced restaurant with a focus on guest satisfaction. The role of the Sous Chef reports directly to the Kitchen Manager and is responsible for overseeing the daily operations of the AM team, product and consistency, and ensuring guest satisfaction.

Duties & Responsibilities

- Lead the culinary team to success with a hands-on approach.
- Resourcefully solve any issues that arise and seize control of any problematic situation
- Comply with and enforce sanitation regulations and safety standards outlined by the Washington State Health Department.
- Ensure the Executive Chef's vision is being executed properly at all times
- Hold the team accountable
- Coach and council in the moment to address minor issues as they rise and be prepared to work with the leadership team to address the major issues.
- Monitor and ensure that product ordering is adequate and appropriate and assist the Executive Chef with processing the orders as requested.
- Monitor and maintain appropriate levels of staffing on a daily basis
- Assist as training needs arise
- Monitor and adjust accordingly to meet food cost goals
- Utilize daily communication with the management team
- Delegate daily responsibilities to the team

- Be proactive in the overall cleanliness and sanitation of the BOH spaces through delegation and personal involvement
- Monitor quality and consistency of food prepared by the culinary team
- Monitor and make recommendations on organization and efficiency of the line
- Attend and contribute to Pickled Fish related meetings
- Complete all food ordering as needed
- Utilized communication tools in place to maintain proper and clear communication
- Use experience and forecasting to control labor costs
- Be a part of menu development and creativity supporting the Kitchen Manager and Executive Chef

Management Duties

- Lead from the front, be a part of the success
- Be available for a 40 hour work week with potential for additional hours based on fluctuations in business and staffing needs.
- Respond to emails in a timely manner each day you work.
- Be informative and transparent regarding issues that may arise with the GM
- Be available for all communications from the team
- 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.
- Availability to work when needed, dictated by the needs and demands of the department.
- Work with the KM and EC to ensure all operational goals are being met
- Inspect and evaluate all duties and responsibilities delegated to the team through checklists, verbal direction, and daily task responsibilities.

Qualifications

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

Average time spent in operations	40
Average time spent on admin duties	0-1
FLSA (overtime eligibility)	Non-Exempt

Physically Demanding	95%
Customer Facing	50%
Weekend, Holiday and evening shifts	Yes

Signature: _____ Date: _____