

## Executive Sous Chef Job Summary

An organization's personnel is its most critical and important asset. In the same way that Hinterland is dedicated to delivering an exceptional and exciting experience in craft brewed beer and dining, Hinterland is also committed to supporting a highly skilled, knowledgeable ethical team. Hinterland is committed to delivering the highest level of service in all aspects of its operation. To accomplish this each team member must know, understand and be able to execute their role and responsibility at a high level.

Reports to: Executive Chef

### Executive Sous Chef job duties, role and responsibilities:

- Lead chef team in a manner that is inspired and progressive, in line with the Hinterland standard
- Communicate clear expectations and goals to staff to ensure standards are met and proper preparations are in place
- Create and collaborate on new menu items, meeting a consistent standard with food cost and control goals
- Engage in production and fabrication while supervising staff
- Communicate with inventory manager to ensure all necessary supplies are on hand for proper service
- Maintain a standard of cleanliness and lead by example in all areas of kitchen procedures

### Tools & Technology

- Commercial use:
  - blenders, grinders, slicers
  - broilers, convection ovens, deep fryers, griddles, grills, microwave ovens, ranges, rotisseries, steamers
  - cutlery (boning knives, chefs' knives, paring knives)
  - ovens (conveyor ovens, rotating rack ovens, salamander ovens, pizza ovens, smokers or smoke ovens)
- Cutting machinery
- Domestic knives (cimeter knives, filet knives, utility knives)
- Slicing machinery
- Food safety labeling systems
- Supply management software
- Personal computers
- Point of sale terminal
- Menu planning software
- Inventory management software
- Recipe cost control software
- Point-of-sale software
- Spreadsheet software (Microsoft Excel)

### Minimum Qualifications

- Positive, can-do attitude and willing customer service approach
- Two or more years of experience in kitchen preparation and cooking
- At least 6 months experience in a similar capacity
- Able to communicate effectively with managers and kitchen personnel
- Able to reach, bend, stoop and frequently lift up to 40 pounds
- Able to work in a standing position for long periods of time (up to 9 hours)

This policy/procedure is a guideline to be followed with reason and discretion. This policy/procedure is subject to change. Any change to this policy/procedure is subject to and requires management approval prior to implementation. Any change to this policy/procedure requires written notification to the entire Hinterland team prior to implementation.