



Job Description: **Sous Chef**

Position: Sous Chef

Reports To: Executive Chef, Owner

Job Status: Salaried, Exempt

Our Mission

To delight every guest with remarkable dining and hospitality experiences that keep them returning

Our Core Values

Authenticity - Enthusiasm - Respect

About the Company:

Robin's Restaurant located in Cambria, California is looking to hire an experienced and dedicated Sous Chef to join our team. Having been on the Central Coast for 37 years, Robin's holds a stellar reputation of delighting guests with fresh, sustainable food and generous hospitality.

We are a company who walks the talk in terms of not only making it our mission to create a remarkable dining & hospitality experience for our guests, but also trying to create a remarkable experience for our employees. We value work-life balance and while this is a salaried role, we commit work-life balance to our salaried employees through our staffing models, our leadership support systems, by providing great paid vacation benefits and maintaining ongoing and open communication regarding performance goals and progress.

Summary of Position:

The sous chef will show inspired quality & passion in all their work, and desire to serve the best. They will show leadership in creating a culture that revolves around the experience and enjoyment of food and cooking. This is a hands-on position where as a leader you'll collaborate with co-managers in creating a positive culture built around serving quality food in a demanding environment.

Under the direction of the Executive Chef, you will be responsible for oversight of all kitchen functions, including but not limited to, food purchasing, preparation, storage and production. You will work with the Executive Chef and Kitchen Managers on sanitation, training of employees in methods of cooking, preparation, plate presentation, portion and cost control, safety and cleanliness.

Primary Duties and Responsibilities:

- Responsible for leading the kitchen team during service periods, creation of menu specials for your shift and assigning duties to the kitchen staff
- Expedites service & fills in on the line as needed
- Oversee weekly & monthly inventories and places orders of food supplies as needed for the following service
- Maintains a positive relationship with all vendors and monitors purveyor/distributor invoice pricing



- Sets up stations according to kitchen guidelines
- Collaborates with Executive Chef on specials for specific meal periods
- Assists with ongoing recruiting, training, development and overall management of the kitchen team
- Assumes responsibility for quality of products served during shift and assists in developing standards of quality & portion sizes for all plates
- Ensures that all products are correctly ordered according to predetermined product pars and specifications and received in the correct form and condition
- Communicates the restaurant's vision to all team members and leads by example
- Reinforces the company's values daily and inspires the team with his/her exciting vision for the restaurant's future
- Builds and maintains relationships with team members and FOH management alike
- Prepares all food items as directed in a sanitary and timely manner
- Follows proper plating and garnish preparation on all dishes
- Follows recipes, portion controls and presentation specifications as set by the Executive Chef
- Understands and enforces established rules, policies and procedures on a consistent basis
- Assists in proper rotation and consolidation of food products
- Assists in butchery, portion control and maintains the completion of the prep list on a daily basis
- Sets an example for maintaining a clean, sanitary and safe kitchen environment
- Assists and helps with nightly clean up and breakdown of the kitchen
- Responsible for (and may delegate to kitchen staff when appropriate) daily/nightly organization of the walk in(s) and food storage shelves in the main kitchen
- Responsible for overseeing execution of banquets during your shift. Communicates with kitchen management and team on event prep needs and maintains dialogue with the Events Manager on special events.
- Monitors BOH hours worked to eliminate overtime and make sure breaks are being taken prior to a 6-hour shift
- Work with kitchen management to ensure safety and sanitation practices are being upheld in the restaurant
- Other tasks as assigned by Owners/Chef/Executive Management

Required Skills/Abilities:

- Must be able to communicate clearly with managers, kitchen and service staff
- Must have drive and take initiative
- Must have a high level of integrity
- Must be able to work well with a team
- Strong computer skills and knowledge of Microsoft Office programs (Excel, Word)

Education and Experience:

- At least 5 years of experience in hospitality and fine dining, with senior chef duties
- Must have or be able to attain a valid California Food Handlers card
- Must have or be able to attain a Supervisory California Sexual Harassment Prevention Certificate



Physical Requirements:

- High level of stamina to work on feet for extended periods (be able to work in a standing, upright position for long periods of time up to 8 hours)
- Must be able to occasionally lift, balance, and move furniture, restaurant equipment and alcohol deliveries, weighing up to 50 pounds

Preferred Qualifications:

- Formal Culinary Training
- Ability to communicate in Spanish and English
- Strong computer skills and knowledge of Microsoft Office programs (Excel, Word)
- Be well versed in restaurant food costing systems
- Passion for genuine hospitality
- Strong leadership skills
- Capability to multitask
- Good sense of business
- High standards of excellence
- Sufficient knowledge of wine
- Unshakable work ethic/self motivation
- Solid organization
- Sense of humor
- Constant attention to detail
- Ability to work long, labor-intensive hours
- Knowledge of Microsoft Office
- Flexibility with schedule as business demands

Disclaimer: *This description includes essential functions. Additional functions and requirements may be assigned by supervisors as deemed appropriate. In accordance with California law and the Americans with Disabilities Act, requirements may be modified to reasonably accommodate disabled individuals. We are an equal opportunity employer. We are committed to creating an inclusive and welcoming workplace for all. We welcome applicants from a wide variety of identities, ideas, perspectives and experiences and encourage people from underrepresented backgrounds to apply. Robin's Restaurant offers reasonable accommodations to job applicants with disabilities.*

I, _____ acknowledge that I have thoroughly read & understand my job description, essential functions, and responsibilities as a SOUS CHEF at Robin's Restaurant.

Sign: _____ Print: _____

Date: _____