**Job Title:** Sous Chef  
 **Reports To:** Head/Executive Chef (or Kitchen Manager)  
 **Department:** Back of House / Culinary  
 **Location:** [Insert Restaurant/Unit Name & City]  
 **Employment Type:** Full-Time, Exempt

### **Position Summary**

The Sous Chef is the second-in-command of the kitchen, responsible for leading day-to-day culinary operations in a high-volume, multi-unit chain-restaurant environment. You’ll uphold brand standards, supervise kitchen staff, and ensure that every dish meets our quality, safety, and speed-of-service targets while supporting the Head Chef in menu execution and cost control.

### **Key Responsibilities**

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| **Operational Leadership** | **Food Quality & Safety** | **People & Culture** | **Financial & Administrative** |
| • Oversee line operations during peak services, guaranteeing ticket-time targets are met. | • Enforce HACCP and local food-safety regulations; conduct daily line-checks, temperature logs, and allergen protocols. | • Coach, mentor, and develop 15-40 BOH team members; lead pre-shift briefings and ongoing training. | • Assist in P&L accountability: track daily food cost, portioning, and waste; drive initiatives to meet COGS targets. |
| • Execute chain-wide recipes with consistency; adjust prep levels based on sales forecasts. | • Conduct taste panels and plate audits to uphold corporate specifications for flavor, presentation, and portion control. | • Foster a culture of teamwork, inclusivity, and continuous improvement; enforce company policies. | • Manage inventory, place vendor orders, and verify deliveries; reconcile invoices and authorize transfers. |
| • Step in for the Head Chef when absent—scheduling, vendor liaison, and disciplinary actions. | • Lead quarterly deep-clean and monthly equipment maintenance checklists; liaise with facilities for repairs. | • Assist HR with interviewing, hiring, and onboarding BOH staff; champion safety and harassment-free workplace. | • Generate and analyze weekly labor schedules to hit labor-cost targets while ensuring adequate coverage. |

### **Required Skills & Competencies**

* **High-volume line leadership:** Able to manage multiple stations in a 300–500 cover/day environment.
* **Recipe adherence & scaling:** Skilled at batch-cooking and adjusting standardized recipes without sacrificing quality.
* **Communication:** Clear, professional communication with FOH, BOH, and corporate culinary teams.
* **Time management & organization:** Prioritize tasks in a fast-paced kitchen where accuracy and speed both matter.
* **Problem-solving:** Quick response to equipment failures, inventory shortages, or staffing gaps.
* **Computer literacy:** Comfortable with POS/KDS, inventory software, basic spreadsheet analysis, and email.

### **Experience & Qualification Requirements**

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| **Must-Have** | **Preferred** |
| • 5–7 years total culinary experience, including **2+ years as Sous Chef or higher** in a branded or franchised chain. | • Multi-unit exposure or experience opening new units for a chain. |
| • Proven record managing teams of 15+ and meeting food-cost/labor targets. | • Formal culinary apprenticeship or multi-store “traveling chef” role. |
| • In-depth knowledge of food-safety regulations (HACCP, ServSafe®, or local equivalent). | • Familiarity with digital operations platforms (e.g., Kitchen CUT, Fourth, or Compeat). |

### **Education & Certifications**

* Culinary Diploma, Degree, or equivalent professional training (extensive experience may offset formal education).
* Valid ServSafe® Food Protection Manager (or local equivalent) certification—must be current or obtained within 30 days of hire.
* Allergen Awareness or Responsible Alcohol cert (if applicable).

### **Working Conditions / Physical Demands**

* 10-hour shifts, nights/weekends/holidays; standing and moving for extended periods.
* Lift and carry up to 22 kg (50 lbs); handle hot equipment, sharp tools, and walk-in freezer conditions.

### **What We Offer**

* Competitive base salary + quarterly performance bonus.
* Paid time off, medical/dental/vision benefits, and meal discounts across all chain locations.
* Leadership-development programs and clear pathway toward Executive Chef or Kitchen Manager roles.