

# Chef

**Position Objective:** Chef responsibilities include studying recipes, setting up menus and preparing high-quality dishes. You should be able to delegate tasks to kitchen staff to ensure food is prepared in a timely manner. Also, you should be familiar with sanitation regulations.

**Reporting Structure:** This position formally reports to the Store Director and the Deli Manager.

**Status:** This is a non-exempt position.

## Knowledge

*The following is a list of any certifications, formal education, or training requirements for this position.*

### Essential Knowledge

- 5+ years in the Food Industry with a wide variety of experience at all levels of cuisine.
- Hands-on experience with various kitchen equipment (e.g., grill, rotisserie, and fryers).
- Bachelor's degree and/or Culinary School degree and/or certifications, or a combination of experience and professional culinary training on the job
- Deep knowledge about food and cooking, including recipe development, product sourcing, quality assurance, scaling and production.
- Effective in execution of Food Safety and Sanitation guidelines.
- Knowledge of U.S.D.A., FDA, city/state regulations, and additional compliance standards.
- Experience with budget management, in particular optimizing food and labor costs with a strong track record of improving bottom line growth.
- Experience in developing to specs key components with third parties (prepped produce, kettle work, sous vide, etc.)

## Skills

*The following is a list of the basic skill requirements for this position.*

### Essential Job Functions

- Execute concepts, and support expansion of the fresh food experience.
- Ensure all food and labor cost goals are met by developing systems to monitor and maintain success.
- Ensure highest quality from prep to plating by providing strong quality control and execution oversight.
- Ensure efficient procurement for culinary menus and culinary programs.
- Ensure a strong food safety program that goes above and beyond local and state requirements.
- Drive and take responsibility for the success of the culinary promotions, store and community events, culinary programs, and in-store dining.
- Oversee and manage the organization, cleanliness and food safety of the kitchen.

<ul style="list-style-type: none"> <li>▪ Ensure all culinary employees are appropriately trained to execute job functions properly.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Manage and ensure the FDA food nutritional labeling statutes.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Foster and promote a cooperative working climate, maximizing productivity and employee morale.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Lead by example, being fair, consistent and approachable.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Provide feedback, training and leadership to develop and grow employee's skills.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Complete new kitchen and service line employee's onboarding and training.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Know and implement the <i>Cosentino Customer Service Standards</i>.</li> </ul>
<ul style="list-style-type: none"> <li>▪ Support your company by completing additional tasks identified by management, assisting other stores or departments as needed and gaining new skills when necessary.</li> </ul>

<p><b>Physical Abilities</b></p> <p><i>The following physical movements could potentially be part of any scheduled shift and employees will be expected to perform these actions while on duty.</i></p>
<p><b>Essential Abilities</b></p> <ul style="list-style-type: none"> <li>▪ Reaching overhead with both arms up to a maximum of 84 inches, twisting at the waist and lifting objects with both hands weighing up to 30 lbs.</li> <li>▪ Pushing and pulling grocery items to the proper locations as needed, up to a peak force of 40 lbs.</li> <li>▪ Standing and walking for long periods of time on tile, asphalt, concrete or other hard surfaces.</li> <li>▪ Occasionally lifting and carrying up to 60 lbs.</li> <li>▪ Bending and squatting, at times all the way to floor level.</li> <li>▪ Able to work in colder conditions of the grocery coolers and freezers.</li> </ul>
<p><b>Non-Essential Abilities</b></p> <ul style="list-style-type: none"> <li>▪ Climbing a ladder, possibly up to 5ft.</li> </ul>

<p><b>Core Competencies</b></p> <p><i>The following is a list of overall competencies identified for this role. This profile is based on the necessary knowledge, skills and abilities for the position.</i></p>
<p><b>Visionary Leadership</b></p> <ul style="list-style-type: none"> <li>▪ Conveys <u>passion</u> and enthusiasm in the leadership role and is a catalyst for action, change, and innovation for others in the workplace.</li> <li>▪ Is clear and consistent when communicating the organization's mission, vision and values so that every individual understands his/her role in the bigger picture.</li> <li>▪ Inspires and motivates others to achieve the milestones that will lead to both individual success and company growth.</li> <li>▪ Able to look beyond daily operations and identify higher level issues and possibilities for the future state of the organization.</li> <li>▪ Effectively communicates the importance of the organizational vision to build a sense of commitment, loyalty, and direction for others.</li> </ul>

### **Operational Results**

- Consistent focus on bottom line **results** and operational excellence in all day-to-day activities, processes, and procedures.
- Can be counted on to deliver **results** that are of the highest operational **integrity** and consistently meets or exceeds operational standards.
- Is knowledgeable of and capable of utilizing all available tools, technology and other resources to achieve the desired result in the most cost effective and time efficient manner.
- Demonstrates an understanding of business management concepts, but also has the skills and follow through to successfully strategize and implement the plans developed from these concepts.
- Able to anticipate potential threats to the business strategy and demonstrates an agile problem solving capability in order to maneuver around those challenges.

### **Managing the Workplace Environment**

- Promotes a workplace environment that encourages respect, professionalism, open communication and is free from discriminatory and/or harassing behavior.
- Encourages appropriate workplace relationships that facilitate high morale, cohesive teams, and a motivating workplace environment.
- Demonstrates unwavering **integrity**, trustworthiness, and ethical behavior in dealings with others.
- Asks everyone to take ownership for their work, to be accountable for the outcome of their efforts, and to take pride in their contributions in the workplace.
- Ensures credit is given to team members and encourages public recognition of a job well done through both formal and informal recognition programs.
- Injects energy, a sense of urgency, and a strong **service** mentality into the workplace environment.
- Demonstrates effective conflict resolution techniques and supports others in utilizing these strategies as needed to maintain a productive working environment.
- Shows no tolerance for gossip, undermining, or other sabotaging behavior that can deteriorate productivity and morale.

### **Quality Decision Making & Sound Judgment**

- Makes quality decisions in a timely manner.
- Exercises sound judgment and independent thinking in order to make decisions, even when under pressure or when dealing with ambiguous situations.
- Quickly considers all pertinent aspects of a situation when making a decision while still avoiding “paralysis by analysis”.
- Can anticipate pros and cons of a decision and foresee possible consequences of a decision, choice, or action.
- Able to make decisions based on both short-term and long-term outcomes.
- Recognizes when it is appropriate to seek input from outside sources (i.e. HR or a higher level manager).

### **Maximize Team and Individual Performance**

- Committed to growing the skills, knowledge and experience of all team members through various forms of ongoing training and development.
- Able to break down corporate directives to the store, department, and individual level in order to set clear short-and long-term performance goals.
- Committed to the long-term success of the company through active succession planning, including identification, growth and retention of top talent.
- Provides effective coaching and feedback that promotes both individual and team development.
- Engages in performance management through timely delivery of performance evaluations.
- Is active in the recruiting, interviewing, and coaching processes in order to hire and retain top caliber employees.
- Acts as a motivator in order to inspire others to achieve top performance and exceed expectations.

I have read and understand the contents of the above job description. I have been made aware of the aspects of this description that must be obtained or within my ability to perform prior to accepting a job offer at Cosentino's Food Stores.

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Applicant Signature

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PRINT Name

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Date

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Hiring Manager Signature