



Sous Chef

Reports To: Executive Chef

Supervises: Line Cooks, Prep Cooks, Dishwashers

Classification: Exempt

Job Summary

The Sous Chef is responsible for the day-to-day culinary operations of the a la carte kitchen, ensuring the highest standards of food quality, consistency, and presentation. This position supports the Executive Chef in leadership, training, and execution while maintaining a strong focus on member dining experiences. The Sous Chef will also assist the Banquet Chef and banquet operations as needed to support overall club culinary success.

Education and/or Experience

- Culinary degree preferred or equivalent experience
- Minimum 3–5 years progressive culinary experience
- Prior supervisory experience in a high-end restaurant or private club preferred
- Strong background in a la carte service required

Job Knowledge, Core Competencies & Expectations

- Strong understanding of a la carte execution, timing, and plating
- Ability to lead, train, and motivate kitchen staff
- Knowledge of food safety, sanitation, and HACCP standards
- Commitment to consistency, organization, and clean kitchen practices
- Strong communication and teamwork skills
- Ability to perform effectively in high-volume, fast-paced environments

Job Tasks / Duties

A La Carte Leadership (Primary Focus)

- Oversees daily a la carte kitchen operations and service execution
- Ensures consistency, quality, and presentation of all menu items
- Conducts line checks, tasting, and quality control before and during service
- Works all stations as needed to support service
- Assists in menu development, specials, and seasonal offerings
- Maintains prep lists, station organization, and kitchen readiness
- Ensures proper portioning, plating, and standards are followed

Team Leadership & Development

- Trains, coaches, and mentors the culinary staff
- Enforces kitchen standards, policies, and procedures
- Assists with scheduling and labor management
- Promotes a positive, professional kitchen culture
- Leads by example in work ethic, attitude, and execution

Kitchen Operations

- Ensures proper ordering, receiving, and inventory controls
- Monitors food costs, waste, and product utilization
- Maintains cleanliness and organization of all kitchen areas
- Ensures compliance with health and safety regulations
- Implements prep sheets, recipes, and cleaning checklists

Banquet Support (Secondary Role)

- Assists Banquet Chef with event preparation and execution as needed
- Supports large events, peak periods, and staffing shortages
- Helps ensure consistency between a la carte and banquet standards
- Collaborates on banquet menu execution when required

Administrative & Communication

- Communicates effectively with front-of-house leadership
- Participate in culinary and management meetings
- Assists Executive Chef with planning, ordering, and reporting
- Helps coordinate daily production across all kitchen areas

Licenses and Special Requirements

- ServSafe Certification or equivalent food safety certification
- Ability to work nights, weekends, and holidays

Position Expectations

- Maintain a professional appearance and demeanor
- Demonstrate leadership, integrity, and accountability
- Be member-focused with a commitment to excellence
- Foster teamwork and a positive kitchen culture
- Support club goals of consistency and a “home away from home” experience

Salary and Benefits

• Salary is open and commensurate with qualifications and experience. The club offers health, dental, vision, 401(k), PTO, and professional and educational expenses.

Application Instructions

Qualified candidates are encouraged to submit a resume and cover letter outlining their experience and interest in the role to Shawn Tatarowicz, GM/COO at shawn.tatarowicz@shorebyclub.com