

Chef de Cuisine

Position Summary

The Chef de Cuisine provides strategic leadership and operational oversight for all culinary functions, including à la carte dining and banquet/events. Reporting to the Executive Chef/Culinary Director, this role is responsible for driving excellence in food quality, consistency, team performance, and financial results. The Chef de Cuisine directly leads the Executive Sous Chef, Sous Chefs, and Banquet Chef while ensuring alignment, accountability, and a unified culinary vision across all areas of the operation.

Reports to: Nick Dostal (Executive Chef & Culinary Director)

Direct Reports: Executive Sous Chef, Sous Chefs & Banquet Chef

Manages: All hourly kitchen team members while on shift

Resumes to: Director of People & Culture, Daisy Daniels, MHRM, SHRM-CP,
DDelgado@thechicagoclub.org

Key Responsibilities

Leadership & Team Development

- Provide high-level leadership and direction to the Executive Sous Chef, Sous Chefs, and Banquet Chef, ensuring consistency in execution and standards across all outlets.
- Establish clear expectations, hold leaders and associates accountable, and support their development through coaching and mentorship.
- Oversee staffing strategy, scheduling oversight, and labor deployment through direct reports.
- Foster a culture of professionalism, collaboration, and continuous improvement.
- Lead employee relations matter at a leadership level, including performance management and disciplinary actions.

Culinary Operations & Execution

- Oversee all culinary operations, ensuring exceptional food quality, consistency, and presentation across restaurant and banquet programs.
- Ensure effective delegation and execution of daily operations through the culinary leadership team.
- Partner with the Executive Chef on menu development, innovation, and long-term culinary strategy.
- Drive operational efficiency, organization, and readiness across all kitchen areas.

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Financial & Administrative Management

- Partner with the Executive Chef to ensure viable kitchen financial performance, including food cost, labor cost, and purchasing strategies.
- Oversee inventory systems, ordering processes, and vendor relationships through department leaders.
- Ensure proper controls are in place to minimize waste, manage portions, and maximize product utilization.
- Collaborate with The Executive Chef and Contribute to budgeting, forecasting, and long-term planning initiatives.
- Monitor and evaluate labor costs and scheduling to maximize efficiency and minimize overtime.

Quality, Safety & Compliance

- Ensure all culinary operations meet or exceed health, safety, and sanitation standards.
- Maintain accountability for cleanliness, organization, and equipment maintenance across all kitchen areas.
- Implement and enforce best practices in food handling, storage, and safety compliance.

Communication & Collaboration

- Serve as the primary link between culinary operations and The Executive Chef.
- Ensure clear, consistent communication flows through the Executive Sous Chef and broader culinary leadership team to line level associates.
- Participate in planning meetings to support operational success and event execution.
- Coordinate with banquets and catering sales and department management to ensure accuracy of event expectations.

Qualifications

- Minimum 5-7 years of progressive culinary leadership experience in a high-volume, multi-outlet environment.
- Prior experience directly managing culinary leaders (Sous Chefs or Banquet Chefs)
- Proven success overseeing both à la carte and banquet/event operations.
- Strong financial acumen with experience managing food cost & labor cost
- Demonstrated leadership, coaching, and team development skills.
- Excellent organizational, communication, and problem-solving abilities.
- Culinary degree or equivalent professional training preferred.

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- Proficiency with kitchen systems, inventory management, and purchasing processes.
- Must maintain current Food Manager Certification and Allergen Certification (City of Chicago compliant).

ADA & Physical Requirements

- Ability to stand and walk for extended periods (up to 10-12 hours per shift).
- Ability to lift, carry, push, and pull up to 50 lbs. regularly, and occasionally more.
- Must be able to bend, reach, stoop, kneel, and perform repetitive motions.
- Ability to work in a fast-paced, high-volume environment with exposure to heat, cold, and varying noise levels.
- Must be able to operate standard kitchen equipment safely and effectively.
- Requires the ability to see, hear, taste, and speak clearly (with or without reasonable accommodation).
- Must be able to perform essential job functions with or without reasonable accommodation in accordance with ADA guidelines.

Benefits

- Medical, dental, vision and accident insurance options pre-tax
- Complimentary life insurance, employee assistance program, employee meals, uniform dry cleaning and various discount programs
- PTO, Sick, Jury Duty, Bereavement and Holiday Pay
- Pre-Tax Parking or Transit Program (Monthly Parking Option Available)
- 401k with a 6% Match (Includes the 2% Profit Sharing for All)
- Annual Team Events & Employee Referral Program