

**Job Description**

មុខតំណែង Position: Head Chef	នាយកដ្ឋាន Department: Food & Beverage
កម្រិតថ្នាក់ការងារ Job Level: Senior	រាយការណ៍ទៅ Report to: Duty Manager
ការងារសង្ខេប Job Summary:  The Head Chef will be a passionate culinary leader responsible for establishing and overseeing all kitchen operations for our new eco-tourism restaurant in Tmat Paeuy Preah Vihear. This role demands a strong commitment to sustainable practices, showcasing local Cambodian cuisine with a focus on fresh, seasonal, and ethically sourced ingredients from the surrounding region. The Head Chef will be instrumental in creating an innovative and authentic dining experience that aligns with our eco-tourism values, while ensuring the highest standards of food quality, hygiene, and guest satisfaction.	
ការងារទទួលខុសត្រូវ Key Responsibilities:  <b>1. Culinary Leadership &amp; Menu Development (Eco-Tourism Focus):</b> <ul style="list-style-type: none"><li><b>Menu Creation:</b> Design and develop creative, authentic, and sustainable menus (breakfast, lunch, dinner, snacks, and special events) that celebrate Cambodian culinary heritage while incorporating modern techniques and global influences where appropriate.</li><li><b>Local &amp; Seasonal Sourcing:</b> Prioritize and actively seek out local farmers, suppliers, and producers in Preah Vihear Province and surrounding areas for fresh, seasonal, and organic ingredients. Build strong relationships with these suppliers.</li><li><b>Native &amp; Wild Edibles:</b> Research and responsibly incorporate native Cambodian herbs, vegetables, and wild edibles into dishes, educating staff and guests on their origin and benefits.</li><li><b>Waste Reduction &amp; Sustainability:</b> Implement and monitor rigorous food waste reduction strategies (e.g., nose-to-tail, root-to-leaf cooking, composting), sustainable cooking methods, and energy-efficient kitchen practices.</li><li><b>Dietary Needs:</b> Develop diverse menu options to accommodate various dietary requirements (vegetarian, vegan, gluten-free, allergies) while maintaining culinary integrity.</li><li><b>Authenticity &amp; Storytelling:</b> Ensure dishes reflect the cultural richness of Cambodia, potentially incorporating stories or origins of ingredients and recipes into the guest experience.</li></ul> <b>2. Kitchen Management &amp; Operations:</b> <ul style="list-style-type: none"><li><b>Team Leadership:</b> Recruit, train, mentor, and supervise kitchen staff (Sous Chefs, Commis Chefs, Kitchen Porters) to foster a positive, productive, and learning-oriented work environment.</li><li><b>Quality Control:</b> Oversee all aspects of food preparation, cooking, and presentation to ensure consistent quality, taste, and visual appeal according to established standards.</li><li><b>Inventory &amp; Cost Control:</b> Manage food inventory, conduct regular stock takes, negotiate with suppliers, and implement cost-effective purchasing strategies to meet budget targets while maintaining quality.</li></ul>	

- **Hygiene & Safety:** Enforce strict adherence to food safety, hygiene, and sanitation standards in line with Cambodian regulations and international best practices. Maintain a clean and organized kitchen.
- **Equipment & Infrastructure:** work out on Kitchen Layout Design: Workflow efficiency, ergonomics, separation of functions (receiving, storage, prep, cooking, plating, dishwashing, waste).
- **Kitchen Setup:** Provide a procurement list for the setup of the new lodge kitchen, including all equipment, crockery, cutlery and glassware required to run a restaurant facility.

**3. Training & Development:**

- **Skills Transfer:** Train kitchen staff in advanced culinary techniques, sustainable cooking practices, and the proper handling of local and indigenous ingredients.
- **Eco-Education:** Educate kitchen staff on the eco-tourism philosophy of the restaurant, the importance of local sourcing, and waste management.
- **Cross-Training:** Promote cross-training within the kitchen to enhance team flexibility and skill sets.

**4. Collaboration & Communication:**

- **Inter-Departmental Liaison:** Work closely with the Duty Manager, and other departments (e.g., F&B, Guest Relations) to ensure seamless service delivery and guest satisfaction.
- **Guest Interaction:** Be available to interact with guests, explaining dishes, ingredients, and the restaurant's culinary philosophy, especially during special events or dietary consultations.
- **Community Engagement:** Actively participate in local community initiatives related to sustainable food production and culinary heritage.

**បទពិសោធន៍**  
Experience

- **Experience:** Minimum of 3-5 years of experience as a Head Chef or Executive Sous Chef in a reputable restaurant, hotel, or eco-lodge, with demonstrated experience in menu development and team management.
- **Eco-Tourism Experience:** Proven experience or strong interest in sustainable culinary practices, farm-to-table concepts, local sourcing, and waste reduction. Experience in eco-tourism or culturally sensitive culinary environments is highly advantageous.
- **Cambodian Cuisine Expertise:** In-depth knowledge and passion for traditional Cambodian cuisine, ingredients, and cooking methods. Experience working with Cambodian ingredients is essential.

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Qualification:

- **Education:** Culinary degree or diploma from a recognized culinary institution.
- **Cambodian Cuisine Expertise:** In-depth knowledge and passion for traditional Cambodian cuisine, ingredients, and cooking methods. Experience working with Cambodian ingredients is essential.
- **Language Skills:** Fluency in Khmer and strong proficiency in English (both written and spoken).

- **Leadership Skills:** Excellent leadership, communication, interpersonal, and team-building skills. Ability to motivate, mentor, and manage a diverse kitchen team.
- **Organizational Skills:** Strong organizational and time management skills, with the ability to manage multiple priorities in a fast-paced environment.
- **Problem-Solving:** Proactive problem-solver with a keen eye for detail and a commitment to continuous improvement.
- **Adaptability:** Ability to adapt to the unique challenges and opportunities of operating in a remote eco-tourism location in Cambodia.

**Physical Requirements:** Ability to stand for long periods, lift heavy objects, and work in a hot and demanding kitchen environment.

**អ្វីដែលយើងផ្តល់ជូន**

**What We Offer:**

- Competitive salary and benefits package.
- Opportunity to make a significant impact on our company's growth.
- A collaborative and supportive work environment.
- Opportunities for professional development and continuous learning.

**របៀបដាក់ពាក្យ**

**How To Apply:**

Interested candidates are invited to submit their resume and a cover letter outlining their relevant experience and why they are a good fit for this role to [hr@conservationstays.com](mailto:hr@conservationstays.com).